

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE

DECEMBER 1957





Teamsters Salute

MONTANA

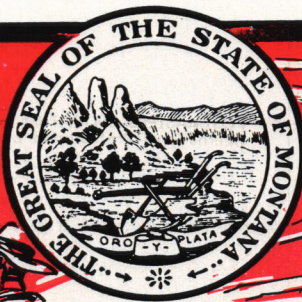
MONTANA, more than any other state, is typical of "The Old West" with broncobusters and bandits, stagecoaches, cowboys and Indians. The Louisiana Purchase gave us most of it in 1803, the western fraction coming from Oregon Territory. The first certain exploration was by Lewis and Clark in 1805. It was rugged, romantic country; "Last Chance Gulch" finally became Helena, the capital city. When gold was found in 1858 this frontier became a wild place of blazing sixguns and rugged miners, gaudy camp followers and their bad men together with a few "good guys" who eventually won out to establish a great commonwealth in the best horse-opera tradition.

"The Treasure State" is the third largest with 147,138 square miles and was 37th to be admitted in 1889. In 1950 there were 591,024 permanent citizens, ranking 42nd in population but this swells out of all proportion each summer when thousands of tourists flock to Yellowstone and Glacier National Parks, the 11 national forests and the many other natural attractions of the state.

Here are the largest copper mines of the nation; lead, zinc, gold, silver (ranks third), cement, silicate, manganese (produces 85 per cent of U. S. total), asbestos, phosphoric acid, gas, oil, coal (including 11 per cent of total U. S. reserves) and the nation's only sapphire mines which produce half the precious stone values of the country. Montana, Latin for "mountainous," ranked second in spring and durum wheat productions in 1955, fourth in sheep, third in barley and produces much yellow pine, Douglas fir, apples, sugar beets, flaxseed and potatoes.

Six transcontinental highways traverse the state and Teamsters fan out over these, 8,841 miles of state highways and improved county roads to service the needs of the people.

The International Teamster salutes the prideful peaks, rich farmlands and magnificent vistas of Marvelous Montana!



GENERAL EXECUTIVE BOARD

DAVE BECK

General President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN F. ENGLISH

General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

D. J. MURPHY

First Vice President
1641 So. Kingshighway,
St. Louis 10, Mo.

JOHN J. CONLIN

Second Vice President
69 Jefferson St.,
Hoboken, N. J.

SIDNEY L. BRENNAN

Third Vice President
706 First Ave., N.,
Minneapolis, Minn.

JOHN T. O'BRIEN

Fourth Vice President
4217 S. Halsted St.,
Chicago, Ill.

FRANK BREWSTER

Fifth Vice President
553 John St.,
Seattle, Wash.

THOMAS L. HICKEY

Sixth Vice President
325 Spring St.,
New York, N. Y.

WILLIAM A. LEE

Seventh Vice President
133 S. Ashland Blvd.,
Chicago, Ill.

JOSEPH J. DIVINY

Eighth Vice President
25 Taylor St.,
San Francisco, Calif.

JAMES R. HOFFA

Ninth Vice President
2741 Trumbull Ave.,
Detroit, Mich.

EINAR MOHN

Tenth Vice President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

HARRY TEVIS

Eleventh Vice President
535 Fifth Ave.
Pittsburgh 19, Pa.

TRUSTEES

JOHN ROHRICH

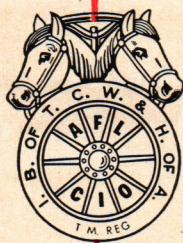
2070 E. 22nd St.,
Cleveland, Ohio

PAUL D. JONES

846 S. Union Ave.,
Los Angeles, Calif.

JOHN BACKHUS

N. W. Cor. 11th and Chew Sts.,
Philadelphia, Pa.



THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.
DAVE BECK, Editor

Vol. 54, No. 12

CONTENTS

December, 1957

General President's Letter	2
IBT Battles to Retain Autonomy	3-6
The Teamsters' Position	7
News About Teamster Activities	8
Editorials	10-12
Union Card Is Your Best Insurance	13
Portrait of a Rank-and-File Teamster	18
Building Trades in Fiftieth Year	22
General Labor News	24
Medical Center Is Big Success	28
Cartoon Review	31



POSTMASTERS—ATTENTION: Change of address cards on Form 3579P should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington 18, D. C. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and entered as second class matter at the post office at Washington, D. C., under the Act of March 3, 1879. Accepted for mailing at special rates of postage provided for in Section 1108, Act of October 2, 1917. Authorized July 9, 1918. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)



DAVE BECK

PRESIDENT'S LETTER

"That community is already in the process of dissolution where each man begins to eye his neighbor as a possible enemy, where nonconformity with the accepted creed, political as well as religious, is a mark of disaffection; where denunciation, without specification or backing, takes the place of evidence; where orthodoxy chokes freedom of dissent; where faith in the eventual supremacy of reason has become so timid that we dare not enter our convictions in the open lists to win or lose."

—Justice Learned Hand in an address at a Convocation of the Board of Regents, University of the State of New York

JUSTICE Learned Hand is one of the nation's most distinguished jurists and scholars. He has been a staunch defender of justice, liberty and freedom—freedom of the intellect as well as of the person. What he says about the climate in which one can express his conviction is worth special note.

Few rights are more precious to modern man than the right to dissent, to disagree. The road of nonconformity and dissent has made history through the ages in religion, philosophy, politics, science, industry—in every avenue of man's activities. Much of the path of progress is paved with the herculean tasks of the dissenter, the unorthodox, the nonconformist.

The right to a full and untrammelled expression of opinion is a basic part of our heritage. When our forefathers drafted the Bill of Rights they wrote in guarantees of freedom of expression—not the expression of the majority necessarily, not the opinion of the head of the government, or of a religious group, or a political party, or of a labor union. That right to express oneself freely is a legacy of centuries of bitter experience. Those who question or endanger that right are turning their backs on history and placing in serious jeopardy the rights for which men have fought and died through the centuries.

Our forefathers also wrote in the Federal Constitution other rights, based upon experience against oppressive sovereigns and capricious authority. Among

those rights are many which are included in the all-encompassing phrase "due process of law." By due process we mean all of those steps and attributes of the process of judicial procedure whereby a person has the right to a fair trial and including the right to face his accusers, to cross-examine witnesses, to subpoena witnesses in his own defense, the right to a trial by jury and the right of appeal to higher authority.

Unfortunately, we seem to find ourselves in a society in which a person is convicted by denunciation, without supporting evidence and without the simplest protections afforded in the nation's basic charter of our liberties, the Constitution of the United States.

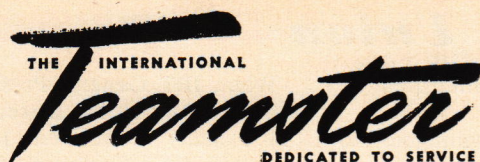
The art of denunciation is being employed with skillful effectiveness these days. The highly developed media of communications too often are the counterpart of the cry of the bloodthirsty mob of centuries past. Denunciation has been used with deadly precision through the ages—during the Inquisition, during the days of witchcraft at Salem, during the era of Hitler and the Nazis, and today under the Hammer and Sickle.

Guilt by denunciation is being practiced today. And whether it is practiced by a Government official, a committee, or the official of an association, the result is the same—a heedless disregard of the most elementary guarantees and rights.

We fear that the words of Justice Hand may be coming true and that the "community is already in process of dissolution" because we are seeing denunciation taking the place of evidence. We are seeing the modern counterpart of witch burning parading under the guise of self righteous ethics. How much further must society go before being in real danger of dissolution?

Fraternally,

Dave Beck
General President.



State of the Union

Free Trade Unionism Threatened

IBT Battles to Retain Autonomy

WHEN this issue of the INTERNATIONAL TEAMSTER went to press your union was engaged in two controversies of utmost importance to every member.

One is the trial in Federal District Court in Washington of a suit seeking to nullify actions, including the election of a new General President and Executive Board, taken at the Miami Beach Convention.

The other is the IBT's suspension by the Executive Council of the AFL-CIO which is prepared to recommend outright expulsion of the Teamsters by the AFL-CIO convention opening in Atlantic City on December 5.

These are momentous events as far as your union and the entire American labor movement are concerned. The decisions reached and actions taken in either case can go far in determining the future destiny of trade unionism in this and perhaps other countries.

The 13 rank-and-file members from New York, who initiated the Federal court proceedings against the International Union and all but one member of the General Executive Board, have scored a temporary victory. They succeeded in getting the Judge to issue a preliminary injunction, which was upheld by the U. S. Court of Appeals, against the union.

Scope of Temporary Injunction

This order prevents President-elect James R. Hoffa and the new vice presidents elected to the Executive Board at the Teamsters' convention from taking office. It also prohibits the IBT from putting into effect revisions to its Constitution adopted by the convention delegates.

These prohibitions will prevail until the issue in the trial now underway is resolved. Meanwhile, General President Dave Beck, General Secretary-Treasurer John F. English, and the 11 vice presidents who have comprised the Executive Board since 1952 will remain in office and conduct the union's affairs.

It is this Board which, during a three-hour meeting in Washington on October 31, voted unanimously to take an appeal from the suspension decreed by a 25 to 4 tally of the Executive Council and to carry its fight to remain within the AFL-CIO directly to the Atlantic City convention.

The Teamsters have been a bulwark in the parent labor organization for more than 50 years and they aren't disposed to permit this long-time association to be severed without a battle against those who seek to rob them of their autonomy and other rights as a free trade union.

From the outset of the proceedings by the AFL-CIO against the IBT nine months ago, the Teamsters have consistently denied the unsubstantiated charges that their International Union of 1,500,000 members is dominated,

controlled or substantially influenced in the conduct of its affairs by corrupt influences.

IBT Takes Firm Stand

In appealing from the suspension, General President Beck pointed out that the Executive Council's action "was based upon information and accusations, none of which resulted from independent investigation on the part of the AFL-CIO, but which was borrowed from Senate publications (dealing with testimony offered before the Select Senate (McClellan) Committee on Improper Activities in the Labor or Management Field) and press reports which were hearsay or secondary in origin, and which were not, and could not be, subject to the tests of cross-examination or to other protections available under due process safeguards."

His letter of appeal added that "the drastic action of suspension and recommended expulsion is entirely and grossly discriminatory. . . . The action of the Executive Council was arbitrary in refusing the reasonable request for a period of time in which to seek out, review, and modify those practices and situations which might require adjustment."

Appearing in a body before the Executive Council just prior to the suspension vote, the Teamsters' Executive Board, with only three members unavoidably absent, had requested one year in which to investigate the charges so corrective steps could be taken wherever necessary.

A statement read to the 29-member Council by Einar O. Mohn, IBT administrative vice president, stressed the Teamsters' "desire to preserve, with honor, the benefits which mutually accrue" from affiliation with the AFL-CIO. It added:

Meets Ethical Practice Standards

"We value our association with local and state federations. . . . We trust that these bonds of many years standing will continue for many more. . . . We emphasize, once again, that our organization does meet the standards for ethical union practices set forth in the AFL-CIO Constitution.

"At our recent convention we submitted, as we assured you we would, the contents of the final report of the Ethical Practices Committee to the AFL-CIO Executive Council. This report was read in its entirety to the convention, and, in accordance with the best democratic traditions, the actions of the convention were taken with full knowledge of such contents. Such actions were in full compliance with the standards of ethical practices promulgated by the AFL-CIO."

State of the Union

Mohn cited revisions made at the convention in the IBT Constitution to safeguard democratic procedures, vest greater control over union affairs in the Executive Board while curtailing some of the powers of the General President by making his actions subject to Board approval, and provide for stricter control over finances and the auditing procedures of local unions.

"Unfortunately," he added, "(the) injunction in a suit brought by 13 members makes impossible the effectuation of certain constitutional reforms made at our International Convention and requires . . . that we continue to operate in strict observance of the 1952 Constitution and new officers elected by the membership at the 1957 Convention are forbidden to take office."

In concluding with the request that the Council defer action for at least a year to give the Teamsters time to do its own housecleaning wherever necessary, Mohn said:

"Officers elected at our recent convention intend, at such time as the court restraint is lifted, to carefully follow both the constitutional reforms made at the convention and the Ethical

Practices Codes promulgated by the AFL-CIO."

But this evidence of willingness to correct whatever irregularities may exist and pledge of continued compliance wasn't sufficient to sway the Council members. So the Teamsters are taking their case against suspension and expulsion directly to the convention.

Meanwhile, they are moving as rapidly as possible in Federal Court to get an adjudication which will lift the injunction.

Origin of Controversy

Basic principles of trade unionism are deeply engrained in this over-all struggle which had its inception last March. Throughout it all, the Teamsters have fought to retain their autonomy and integrity, taking the position that only members of the union and they alone, through democratic processes, shall determine their officers and their destinies.

The International Union has remained steadfast in its position that no action should be taken which would prejudice the rights of any individual under the Constitution and laws of the United States or of any state.

When IBT General President Beck appeared before the Select Senate (McClellan) Committee last March he invoked his Constitutional right of refusing to be a witness against himself. His exercise of this fundamental privilege and refusal to answer certain questions asked by the committee was interpreted by certain AFL-CIO officials as being in violation of that organization's stated policy.

While the Teamsters have complied with the provisions of this code they have, from the outset, refused to go along with the Federation's policy as it pertains to the Fifth Amendment.

After a meeting on March 29, the AFL-CIO Executive Council took action against the Teamsters. Beck was suspended as an AFL-CIO vice president and a member of the Executive Council. The latter body, acting mainly on the basis of testimony given before the Select Senate Committee, also announced that it had found there was "reason to believe that the International Brotherhood of Teamsters is dominated, controlled or substantially influenced in the conduct of its affairs by corrupt influences." The Council directed that the AFL-CIO's Ethical Practices Committee, under the chairmanship of Albert J. Hayes, conduct an investigation.

In a letter to Hayes on April 18, Beck pointed out the inconsistency of that Committee investigating something its members already had determined to be a fact. He stated:

"Your conclusion as to corrupt influences has not been supported by specific charges. We note further that, having already made the above finding, the Executive Council now proposes to investigate whether there is a basis for such finding.

Basis for Charges Revealed

"When and if your investigation proceeds to the point that you can provide us with specific written charges, the right to be confronted by our accusers, the right to cross-examine those who support the charges, the right to submit evidence on our behalf, and the right to adjudication by a tribunal which has not prejudged the case, we shall then appear and make our answer."

No hearing as such was called but the IBT Executive Board did appear before the Ethical Practices Committee on May 6 when a so-called staff report prepared for the Committee was handed to the Teamsters. The



PREPARE FOR TRIAL—Martin O'Donoghue (left) and Edward Bennett Williams, who are serving as co-counsel for the IBT in the suit brought by 13 New Yorkers, discuss strategy prior to the trial.

State of the Union

introductory paragraph of this document stated:

"This report is based entirely on published materials, principally the transcript of the hearings before the Select Senate Committee on Improper Activities in the Labor or Management Field, reports in the *New York Times* and other newspapers, and the transcript of President Dave Beck's television broadcast of March 17, 1957."

Such uncorroborated testimony by witnesses who, in the main, were unfriendly and not subjected to cross-examination by the individuals they accused, and unsubstantiated press reports provided the basis for charges against President Beck and Vice Presidents Frank W. Brewster and Sidney L. Brennan, as well as the International Union itself.

Both Beck and Brewster were accused in the document of using union funds and their official union position for personal profit or advantage. Brennan was charged with being guilty of corrupt activities.

That was the first time the individuals named or officers of the International Union, itself, had seen the basis for the charges filed by the Ethical Practices Committee. After a meeting of its Executive Board on the same day, the Teamsters said in a statement:

"We could not and did not anticipate the nature of the matters which you have now presented. Some of the references are to hearsay and secondary sources. Others raise serious legal and policy questions affecting the personal and Constitutional rights of some of our individual officers and members. And some involve the interpretation and application of our own International Constitution.

"Under the circumstances, and because of this Committee's delay in providing us with any information until this morning, it will be necessary for us to fully consider all of the matters which have been presented before we can state our position with respect thereto."

Committees Study Allegations

One committee, consisting of Teamster officials and attorneys, undertook a study of the corruption allegations while another group of five IBT vice presidents considered the charges which led to Beck's suspension.

On May 20 President Beck appeared before the Executive Council

and argued that that body was without power or authority to suspend him because its powers are limited by the AFL-CIO Constitution to "the filing of charges, conduct of hearings, and recommending appropriate action to the AFL-CIO convention."

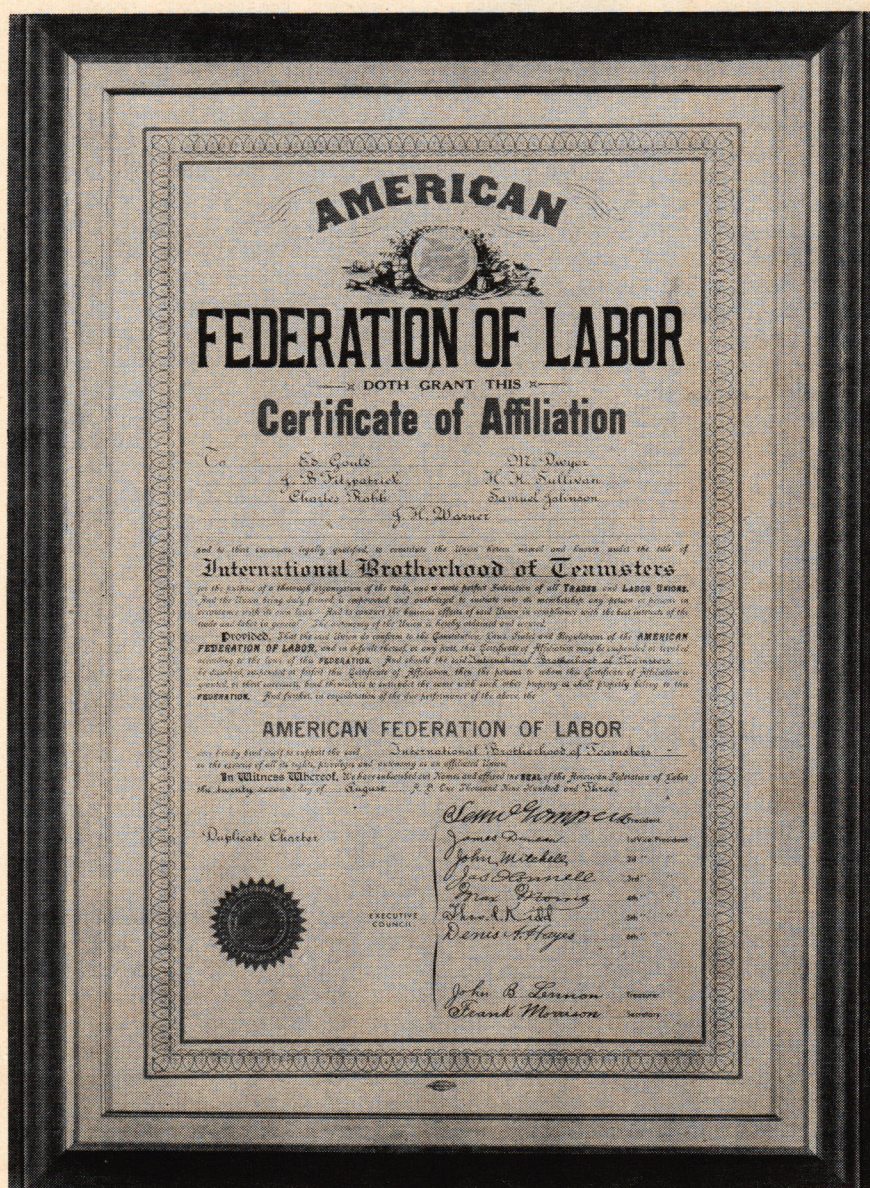
Furthermore, he contended that any investigation or hearing may be had only upon specific charges of malfeasance and maladministration as an officer of the AFL-CIO. "The charges filed against me . . . do not relate to malfeasance and maladministration as an officer of the AFL-CIO and do not relate to events alleged to have occurred at a time when the AFL-CIO Constitution was operative," he stated.

Beck also argued that any answers he might give to the allegations before

the Executive Council could be subpoenaed by the Senate Committee or by Federal authorities for use in the prosecution of an income tax indictment pending against him. Such a compulsion, said Beck, "would appear to violate my rights as an American citizen, as well as my rights as a long-standing member of the trade union movement."

The Council retaliated by ousting Beck, both as a vice president and member of the Council, and the next day AFL-CIO President George Meany announced that IBT General Secretary-Treasurer John F. English had been named his successor in both positions.

Subsequently, two supplements were made to the original staff report of the



The I.B.T. charter issued by AFL in 1903.

State of the Union



Gerard Treanor
IBT Attorney in AFL-CIO Dispute

Ethical Practices Committee. One, issued on July 24, cited additional testimony given before the Select Senate Committee relative to what the Hayes group charged was mis-use of union funds by Beck for his personal profit. The second, filed on August 27, added the name of Vice President Hoffa to those accused of using union funds for personal profit. He also was charged with improper activities in relation to the use of union health and welfare funds, and associating with what the Committee called "notorious labor racketeers."

As in the cases of the others accused, the charges against Hoffa were based mainly on testimony given before the Select Senate Committee. At no time did the Ethical Practices Committee conduct any independent investigation.

Teamsters Give Answers

On September 5 the IBT Executive Board again appeared before the Ethical Practices Committee and informed it that, after lengthy study of the allegations, "it appears that none of them are of such magnitude as to support a belief that the International Brotherhood of Teamsters, as an entity, is dominated, controlled or substantially influenced in the conduct of its affairs by any corrupt influences."

Furthermore, said the Teamsters, "where an individual has exercised his right under the Fifth Amendment, not to be a witness against himself, it would make a mockery of such right if the International Union, or any

other body, were to require such individual to make answer to the same matters concerning which he invoked his Constitutional guaranty.

"In isolated cases where there has been a final judicial determination, that fact in itself does not justify the conclusion that the International Union is dominated by corrupt influences. The General Convention (then only three weeks distant) can deal with such cases without prejudice to the individuals involved."

Hoffa took this occasion to answer personally the charges directed against him. In some detail he explained to the Committee that his own, and not union, funds were used in investments. As to his alleged association with labor racketeers, Hoffa discussed with the Committee the history, record and status of those individuals in question.

Hoffa also went into the issuance of charters to six locals in New York City, a matter which created considerable controversy. He explained that on his motion, the International Union had appointed a committee to investigate these locals. (The charters of five of these have since been surrendered upon the request of the IBT.)

The Ethical Practices Committee subsequently reported to the AFL-CIO Executive Council which, at a meeting on September 25, found the IBT guilty as charged. It directed the IBT to eliminate the corrupt influences alleged and remove and bar from office those it had named as being responsible for the abuses. October 24 was set as a deadline for compliance with this directive.

Battle Opens on Second Front

One week earlier, the 13 New York Teamsters had initiated court action aimed at blocking the election of officers at the convention which was to begin on September 30 in Miami Beach. This group contended that many delegates to the convention had not been selected in accordance with provisions of the International Constitution.

Federal Judge F. Dickinson Letts issued a temporary injunction which attorneys for the IBT managed to have set aside by the U. S. Court of Appeals on September 28. With some 1,700 delegates and all Teamster officials already in Miami Beach for the convention opening, the plaintiffs made one more effort to prevent an election.

They appealed to Chief Justice Earl Warren of the U. S. Supreme Court who, on October 1, took a position

similar to the Court of Appeals and refused to interfere with the election. Pointing out that the Court of Appeals had stayed the injunction because it "goes beyond the necessities of the situation as shown by the record," the Chief Justice added:

"The relief sought at this late date would call for an extraordinary exercise of judicial power that only the most compelling considerations could warrant. To enjoin the election of officers of an International Union of 891 locals and 1,500,000 members during the course of its convention proceedings on allegations of conspiracy supported by the affidavits here, without testimony having been taken, would indeed be drastic action."

It wasn't only the New York group who were endeavoring to prevent an election. Sen. John McClellan, the Arkansas Democrat who is chairman of the Select Senate Committee, then took an unusual step and tried to accomplish what the courts had ruled against.

He informed General President Beck that he had information which showed that at least half of the delegates to the convention had been selected in violation of the IBT Constitution. An IBT attorney immediately contacted the Senator and obtained what information he had which was considered by the Convention Credentials Committee in the seating of delegates.

Temporary Injunction Issued

Immediately after the convention
(Continued on page 21)



John T. (Jack) Wiley, Jr.
Teamster Attorney Who Assisted Defense
in Injunction Trial

The Teamsters' Position

Our Course of Action in Event of Expulsion from the AFL-CIO

THE future of the International Brotherhood of Teamsters, particularly with relation to its sister unions, may appear to be an uncertain one. The future is uncertain if we are timid and faint-hearted.

The future will be progressive if we adhere to the fundamental principles on which this union was founded: the achievement of better wages, hours and conditions for our members; operation within our chartered jurisdiction; administration with autonomy and without dictation from outside sources within or outside the labor movement.

We know that in the interest of the common welfare of all that now is the time to be frank in appraising our present situation and our probable future course.

We have a long and honorable union record and tradition. We as Teamsters have helped to build the trade union movement in America. We are as much aware as any in the movement—and more aware than most—of the value and importance of first union principles. These first principles include the necessity for organizing the unorganized; for working within our granted jurisdiction; for helping our sister unions; for contributing what we can toward the overall advance of the trade union movement in America.

The troubles we now are experiencing we know are temporary. If we are narrow and timid and look only at the darkness of today, we may lose courage. But if we adhere to the faith which built this union, we will never lose heart and we will always move forward.

As Teamsters and as trade unionists, we have a two-fold obligation, an obligation to which we will steadfastly follow in the uncertain days ahead. We may face expulsion from the American Federation of Labor and Congress of Industrial Organizations. This is not the place to discuss a contingency as complex as expulsion. This is the place, however, to inform our membership and the entire trade union movement on our course of action in case the extreme penalty of expulsion is pursued by the forthcoming AFL-CIO Convention. This we are doing in this policy statement.

In more than a half century of union activity we have developed successful procedures of cooperation with our fellow unionists. We do not

propose, insofar as we are concerned, to see these procedures wantonly wrecked and destroyed. We know that our calling is one which has made and can continue to make a real contribution to union success. We are faced with one of two courses of action in our relations to other unions:

- We can continue to cooperate and work with our sister unions as we have in the past.
- We can refuse to work together, go our separate way, raiding and wrecking jurisdictional practices established for many years.

Our obligation is clear; our purpose is steady and will be carried forward with a full knowledge of its impact on the trade union movement.

We will follow the first course of action. We will continue cooperation.

We will continue to work with other unions. We will not raid. We will not wreck. We will not seek to destroy.

We will continue to work in harmony in the local central bodies, in state organizations and through inter-union agreements.

We have developed a number of mutual aid pacts with international unions. These have been of great value both to Teamsters and to the other participants in these pacts. We will continue to work within the framework of this system of agreements unless we are expressly forbidden.

We will not be vindictive nor vengeful against any one or any union, even though at times the temptation may be pressing. The welfare of our 1,500,000 members and that of the 15 million other union members is too important for the Teamsters or for any other union to wreck established orderly and productive procedures which have been built with care and sincerity through the years. The Teamsters will never be the first to withdraw from any of these agreements. The burden of wrecking useful arrangements will not be on our heads.

Our course is clear and unmistakable: cooperation in a joint and brotherly effort to advance the basic aims of the trade union movement. That will be our course regardless of the action which may be taken this month. That is our policy and we want our members, the entire labor movement, and the general public which has a great stake in union cooperation to know it.

5 Locals Forced Out

The charters of five Teamster Union Locals in New York City have been surrendered upon the request of the International Brotherhood of Teamsters, General President Dave Beck has announced.

They are charters of Local 258, 269, 362, 275 and 284. These Locals, along with New York Local 295, have been under investigation by the IBT since late August. In mid-October all six Locals were placed under trusteeship.

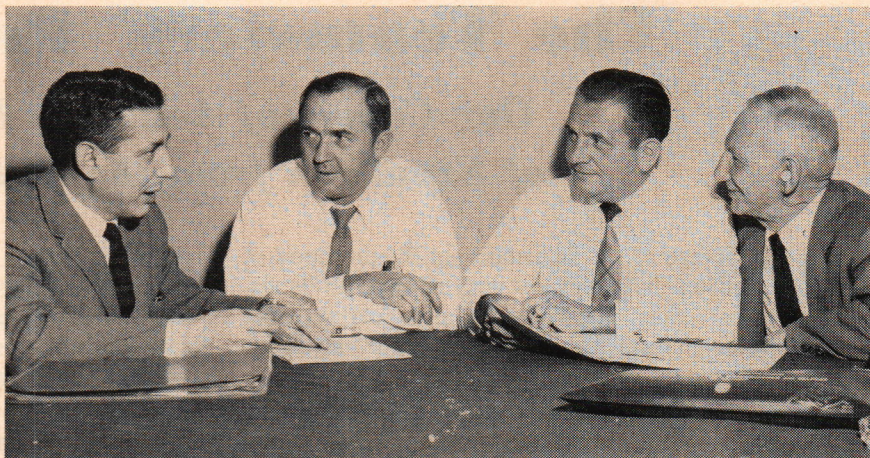
A hearing has been conducted into affairs of Local 295 but no decision has, as yet, been reached in this case. Consequently, said Beck, it remains under trusteeship.

Ask For Charters. Commenting on the five Locals which surrendered their charters, Beck stated:

"During the hearings it became apparent that these Locals could not comply with certain standards and requirements of jurisdiction of the International Union. This situation left us with the only alternative of asking for the charters.

"Our acceptance of them means the immediate severance by the five Locals involved of all affiliation with the International Union and its subordinate bodies."

A five-man committee, headed by Dave Kaplan of New York, was named by Beck, at the direction of the Teamsters' General Executive Board, in late August to investigate the six Locals. Late in September this committee, in a preliminary report, recommended that the Locals be placed un-



CONFER ON CONTRACT—(Left to right), Samuel J. Cohen, Teamster attorney, discusses details of agreement with officials of Local 584, John Kelly, president; Ignatius Canavan, vice president; and Max Liebler, secretary-treasurer.

der trusteeship and that the investigation be continued.

In line with this recommendation, Beck appointed Nicholas P. Morrissey, an International Organizer, of Boston, as trustee of the Locals.

Milk Drivers' New Contract

A new contract between the Teamsters and the milk industry in the New York City area agreed to on October 31, provides wage increases, an improved vacation schedule and additional benefits in health, welfare and pensions.

The agreement, covering 12,000 Teamsters, was reached after members of Local 584, led by President John Kelly, struck for 11 hours.

Kelly said the new contract calls for weekly wage increases of \$5.30 for non-commissioned drivers and certain plant and utility workers. Commissioned drivers were awarded \$4.30. Special delivery people received a \$7.30 boost. Under the old contract basic wages ranged from \$90.70 for plant workers to \$102.70 for drivers on a non-commissioned basis.

Options on Retiring. An outstanding feature is a retirement clause which gives an employee a choice, at age 65, between \$125 a month or a lump sum of as much as \$14,311 after 25 years with a company. He may also retire at 55 after 15 years in the industry with a lump payment of \$5,199. A disability clause providing for retirement at \$100 a month after 10 years of service with a company was retained.

Vacations were boosted to four weeks after 15 years with a company

and employees are now given an opportunity to choose between Group Health Insurance, Inc., or Health Insurance Plan. This means a choice between picking one's own doctor with subsequent reimbursement, or acceptance of a doctor selected under the group plan, eliminating the need for employees to pay out their own money.

Areas Affected. Four other Locals—602, 607, 680 and 338—who supported the walkout, but continued deliveries, are covered by the new contract.

Local 584 represents employees of 204 independent milk dealers in the five New York boroughs and Long Island while the other four represented employees of the large Borden and Sheffield distributors, as well as independent distributors, in Westchester County, 13 counties in New Jersey and a part of Fairfield County, Conn.

Realty Salesmen Win

Teamsters' Local 154 has scored a notable victory in a completely new jurisdiction, the real estate brokerage field, by signing a union shop contract with three firms in Seattle, Wash.

In addition to the union shop, the working agreement also assures the salesmen a minimum of 50 per cent of commissions on sales, a minimum drawing account of \$200 monthly, specified holidays. It also extends to all full-time salesmen the benefits of the Teamsters Health and Welfare Fund.

Other Salesmen Ask Help. Salesmen for four other Seattle realty firms have asked Local 154 to represent them, and the Teamsters now are



NICHOLAS P. MORRISSEY
Named a Trustee



(Photo by Forde)

VICTORY SMILES — Don Ellis (left), secretary of Teamsters' Local 154, and Harry Himmelman, business representative for the salesmen's unit, study the contract signed with three Seattle Real Estate firms.

which means that salesmen dependent entirely on sales for their income and working full-time will not be crowded out by men doing occasional business only to supplement other income.

A salesman no longer will be required to work more than six days a week and, upon termination of relationship with a company, he will receive full commission for all deals he has made, but which are awaiting an official closing.

Offices of the realtors will be closed on Christmas, Easter Sunday, the Fourth of July and Thanksgiving. Each salesman will receive a minimum of \$100 on the first and fifteenth of each month as a drawing account.

proceeding in that direction. Needless to say, the Seattle Real Estate Board is offering strong resistance.

The Teamsters' interest in the realty brokerage field began last March when 150 salesmen applied for membership in the union. After careful study, Joint Council 28 in August voted to accept them.

"I have never before seen such a determined and enthusiastic group," said Joint Council President Frank Brewster.

Abuses Rampant. Working with the salesmen, members of the council proceeded to draft proposals aimed at eliminating the major abuses in the industry where the broker exercised pretty much of a free hand in determining the size of commissions and hours of work. Some commissions—the only salary salesmen received—were as low as 22 per cent of the gross sales.

Moreover, salesmen were expected to pay their own license and bonding fees, drive their own car without any allowance, and work seven days a week more often than not.

The agreement worked out and signed by the three firms in October altered the situation considerably.

Terms of Contract. To begin with, and probably most important, it provides that salesmen receive a minimum of 50 per cent of the commission paid the real estate firm. It also stipulates that one-half of the commission on all sales made by the owner of the firm be pooled and divided equally among the salesmen.

Part-time salesmen no longer are permitted to receive commissions,

Four-Way Pact Shows Results

The National Joint Heavy and Highway Construction Committee, a four-man group which administers the successful Four-Way Pact between the IBT, Carpenters, Hod Carriers and Operating Engineers, has taken further steps to increase its organizing program by bringing local union representatives into area meetings.

Their attendance at these sessions will develop greater enthusiasm for and a better understanding of the importance and function of the pact, according to Harold Thirion, director of the IBT's National Division of Building Material and Construction Drivers.

Wide Interest Shown. Meetings were held recently in Tulsa with 107 attending and in Phoenix with 100 present. All four crafts were represented and the opportunity to exchange information, ideas and to hear reports directly from the "horses' mouths" met with enthusiasm, Thirion reported. The United States is broken up into 18 areas and meetings will be held in each section regularly.

The Four-Way Pact has been a successful organizing move and could well serve as a model operation for other pacts. The members of the committee are appointed by their respective International presidents and meet every Thursday in Washington.

The pact's aim is to thoroughly organize heavy and highway construction work through coordination of the activities of the four basic crafts involved. It provides there shall be no stoppage of work on any job as a result of a jurisdictional dispute. This has proven to be of immense benefit not only to the unionist but to the contractor as well. Of great value, too, is the collective bargaining agreement.

Can Plan Ahead. Thirion pointed out that more and more contractors are discovering the advantages of union work. An agreement between the crafts and the contractor enables the employer to plan his bidding a year in advance with established pay rates and working conditions. With the nation's huge highway building program underway this is an important item.

Since inception of the Four-Way Pact several hundred agreements have been signed by the craft and contractors. There is much yet to be done but Thirion believes the large number of agreements is ample evidence of the success of the pact.

Peter Fosco, general secretary-treasurer of the International Hod Carriers', Building and Common Laborers' Union of America, is chairman of the Joint Committee. Hunter Wharton, vice-president of the International Union of Operating Engineers, is secretary-treasurer. Rolla Rojapa, vice-president, United Brotherhood of Carpenters and Joiners of America, and Thirion are members.

Clear Thinking and Straight Talking

GEORGE Q. LYNCH, president of the Pattern Makers League, which is an AFL-CIO affiliate with about 15,000 members, is a man of strong convictions and the courage to speak his mind when circumstances dictate.

Lynch obviously feels the unrest and uncertainty within the ranks of labor calls for some plain talk, so he proceeded to speak his mind in an editorial entitled "Crusading Trade Unionism" which appeared in the November issue of the *Pattern Makers' Journal*.

While he mentioned no names, Lynch minced few words and pulled no punches in taking issue with what he termed the "free-wheeling, arbitrary and capricious" use of power by certain individuals. In discussing what is referred to as the "battle between the self-appraised saints and alleged sinners" within the labor movement, Lynch wrote in the editorial:

"Before another issue of this *Journal* reaches our members the merged labor movement of 1955 may be the badly divided labor movement of 1957. . . .

"The present labor conflict is being waged in the name of honesty, morality and ethics as defined by the AFL-CIO Executive Council; with the aid of legal minds, and promulgated in a document known as the AFL-CIO Constitution; plus a metaphysical guide identified as a *CODE OF ETHICAL PRACTICES*.

"This *Journal* raises no objections to 25 members of the 29 member Executive Council taking a firm stand against the other fellow's sin and corruption. We are, however, quite apprehensive about some claimed provisions in the AFL-CIO Constitution in the matter of free-wheeling, arbitrary and capricious power.

"If any section of that Constitution empowers the Executive Council to destroy a single right contained in the more important United States Constitution, then it should be promptly stricken or reinterpreted.

"If the AFL-CIO Constitution supplies authority to enter an autonomous international union and select a member of that union to serve on the AFL-CIO Council without consultation with, or permission of, the officers or members of that international then that power should be promptly foreclosed.

"If the AFL-CIO Constitution permits the Executive Council to give firm directives to autonomous international unions to remove named officers and to reinstate other named officers, that power should be amended. That is the principle of the political purge which has served the power lust of many forms of authoritarian government over the centuries.

"If the AFL-CIO Constitution seeks to deny workers the right to join unions of their own choosing and requires them to be members of a union selected for them

by AFL-CIO office staff employees, then there is something drastically wrong or very inept with that procedure.

"All of these citations and more have come to pass since the merger in December, 1955.

"It would be well for the Executive Council to recall the appraisal of a man whose wisdom has washed every shore of human emotion. Said the Bard of Avon: 'he who steals my purse steals trash.' May we paraphrase the balance by saying that he who steals the basic principles of democracy and self-determination steals something of greater value than the pieces of dirty silver now under probe by a Senate Committee.

"The smaller unions in the Federation must face the facts which have attended the development of the merger.

"The AFL-CIO is now more than ever operated by caucus. Conventions are mere window dressing for 90 per cent of affiliated International Unions which attend to vote 'yes' on motions to approve previously reached caucus agreements. These smaller unions also enjoy the privilege of voting to elect 29 officers previously selected by caucus and nominated en bloc in the interest of time and efficiency.

"They enjoy too, the right to pay per capita set by the Council in an amount necessary to preserve their prestige and dignity. This without even the window dressing of convention consideration and action.

"This struggle for power by potential Mr. Bigs has done much to alienate the respect and loyalty of minority international unions and their membership. These are the unions which supplied the crusaders who deemed it a privilege and a duty to walk a picket line to fight abuse and exploitation. Landing in a city 'lockup' was to them a badge of honor. The title 'business unions' would be to these crusaders a contradiction of words.

"These early unions are responsible for the Wagner Act which enabled less courageous people to have unionism without sacrifice or even discomfort.

"Present unions may need reform as some AFL-CIO officers allege. The reforms, however, involve something more than dealing with the dishonest peccadilloes of a few shake-down artists and racketeers. In the facts such undesirables are the responsibility of government agencies of competent jurisdiction.

"The merged labor movement, if it hopes to remain merged, had better aim to develop more loyalty and factual participation at the grass roots. There will be a real and pressing need for this loyalty come promised repressive legislation in the form of misnamed right-to-work laws.

"Let us cancel out the piety and other political maneuvers and get on with the job of organization, education and dedication to the principles of crusading trade unionism."

An Evaluation . . . of Trade Unionism

The editorial which appears below is reproduced from the Cleveland, Ohio, Citizen. While the Citizen is privately-owned it is the official publication of the Cleveland Federation of Labor and claims to be America's oldest labor paper.

THERE is a sickening similarity between what is happening to the labor movement today and what happened to it during the 1940's.

"In an all-out drive to discredit trade unions and weaken them at the bargaining table, employers peddled the propaganda that the labor movement was dominated by Communists. Backed up by loud howls of anguish from the nation's daily press, businessmen convinced the general public that labor in America was getting its orders from the Kremlin.

"Amid loud fanfare and noisy soul-searching, the CIO rooted around, found an absurdly small number of Communists in high places in its ranks and proceeded to boot them out.

"We over on the AFL side did a lot of pointing with scorn at our sister unions in the CIO, and exclaimed with great glee over what a neat, Commie-free house we were running. We were so proud of ourselves that the whole business got a little sickening.

"Meanwhile, the employers of the country sat back and laughed and laughed. They had done such an effective job of smearing all unions with the stick of 'Communist domination'—and labor was so busy trying to answer this half-truth—that it did not have time to organize the unorganized, and adequately represent those already in our ranks.

"Most important of all, our attention was so distracted from the real issues at hand that the employers were able to slip across the Taft-Hartley Act while our backs were turned.

"Consider the parallel today.

"With the enthusiastic support of the daily press, and with the gifted aid of the Madison Avenue boys who control radio and television, the employers set out early this year to convince the American public that virtually every labor leader in the United States is a craven thief.

"They have succeeded beyond their wildest dreams.

"Logic and reason have been tossed out the window. The preponderance of good men in the labor movement is being tarred with the same stick being used on the pitifully small minority of the bad men. A matter for even graver concern is the fact that you do not have to be proved bad: Accusation amounts to conviction.

"And as labor is about to be inundated by a wave of hysteria, it is ironical that the same unions at which the former AFL once pointed with scorn in the 1940's are now very happily pointing with scorn at the former AFL unions today. Members of the former CIO are express-

ing no end of delight as they unwittingly fashion a noose which will help to hang themselves.

"Meanwhile, the employers of the country who hatched this scheme in the first place are again able to sit back and laugh and laugh. They again have been so successful in smearing all unions and we are so busy trying to defend ourselves that we don't have time to organize the unorganized and adequately represent those already in our ranks.

"While our attention is again diverted from our true objective, we may rest assured that the employers will use this opportunity to cram down our throats legislation which will make the Taft-Hartley Act look pro-labor.

"As we attempt to re-group our forces for the coming onslaught against labor, there are two particularly galling factors:

"1. At a time when unity within labor's family is most important, the head of the house is waving dirty linen in public and telling everyone what bums some members of the family are.

"2. Somehow there has been established an Ethical Practices Committee which has conferred on it the powers of judge, jury and prosecutor. No other group in the country—bankers, NAM, clergy, newspapers—boasts of such a paradoxical committee, whose only function seems to be to wash dirty linen publicly and use members in good standing for target practice.

"Our last, best hope would appear to rest with the AFL-CIO convention this December.

"Here is the dark side first: If the Teamsters are kicked out by the convention, the building trades unions—already angry at the Industrial Union Department—will no doubt feel that the balance of power it once had in its favor will have been destroyed. The building trades unions will probably be unable to see any bright future for themselves in a group which is IUD-dominated. So, if the Teamsters go or are booted out, the building trades unions will probably follow soon after.

"However, it is not too late to avert this tragedy—another down-the-middle split in the ranks of labor in America.

"But if we are to avert it, we must have strong, inspired, dedicated leadership at the top.

"The rank and file must be made to realize that employers are using the corruption device simply to destroy free trade unionism in America.

"Then we are going to have to put these two forces together and fight—and win."

State of the Union

Reproduced below is an Editorial which appeared in the Oct. 26th issue of The Nation magazine.

Mr. Meany's Ox

"Inept, shortsighted leadership has placed American labor in a highly unfavorable position to defend against the spate of anti-labor measures that will certainly be introduced once Congress is back in session. For some reason—abhorrence of corruption, a blind passion for social respectability, an itch for official approval—the general staff of the AFL-CIO has permitted itself to be booby-trapped by the Senate Select Committee on Improper Activities in the Labor or Management Field.

"First of all, as we have pointed out before, the federation agreed to impose penalties on union officials who invoked the protection of the Fifth Amendment—a betrayal of principle as well as a needless surrender of hostages. More recently, the federation failed to challenge the propriety of the committee's frenzied efforts to prevent the election of Jimmy Hoffa as president of the Teamsters Union. That the intervention was aimed at Hoffa does not minimize the danger of the precedent; tomorrow the intervention might be for an entirely different purpose or aimed at another kind of person. The federation failed to demur, much less protest, when the committee subpoenaed delegates' credentials and other documents relating to the convention which elected Hoffa, although even the New York *Mirror*, not known for its friendliness to labor, found the action a bit high-handed. Nor has the federation objected to a dangerous enlargement of the scope of the committee's inquiry. In opening the investigation in February, Senator McClellan listed seven subjects for study, all related to internal union problems. Mr. Meany promptly pledged full cooperation. But in July the committee listed three new areas of study—secondary boycotts, organizational picketing and union political action—without drawing from Mr. Meany any qualification of his earlier pledge of full cooperation.

"It is important that the original and the new groups of subjects be kept separate. Internal union problems relate to the rights of members in unions; the new subjects relate to management's desire to be free from labor's economic pressure.

"But even before the scope of the inquiry was enlarged, the committee's singular neglect of management was a clear warning to labor's generals that they should be on guard. Whether Mr. Meany is still unaware of the fact or not, it is his ox that is being gored."

What Has Jimmy Hoffa Done?

Writing in The Cleveland Citizen, which is the official publication of the Cleveland Federation of Labor and claims to be America's oldest labor paper, A. I. Davey, Jr., the Editor and Publisher asks:

"Honestly now, fellas, just exactly what has Jimmy Hoffa done?

"Of course, he has been questioned by a committee of politically astute gentlemen who either hold office and will seek re-election and therefore will use any available sounding board or those who anticipate facing the voters in the immediate future and who need publicity as you need your breath.

"He has been the object of much finger-pointing by hundreds of people in and out of the labor movement. He has been indicted by reporters and convicted by editors. He has been found guilty, at least in public opinion and by inference to the point that there are many among us who might be inclined to use his name to scare the children into eating their spinach.

"We have no more knowledge upon which to base a claim of lily-white purity for Hoffa than the daily papers have upon which to establish his nebulous guilt. But we do have every bit as much!

"And the thing we fear, far more than the sharp horns and long spiked tail painted on Hoffa, is the trend today to permit the witch-hunt technique to prevail with its subsequent conviction by insinuation.

"Hoffa may be guilty as all Hell. We don't know.

"But, in the name of all that is American and decent, let's not be a party to the destruction of one of the basic tenets of this nation. Even a cold blooded murderer, caught in the act by witnesses, must be tried before a jury of his peers before he can be considered anything other than innocent.

"We sometimes wonder if Jimmy Hoffa's most revolting crime has not been that of financially 'pistol-whipping' too many people out of too many dollars for the benefit of too many truck drivers."

Membership Gains Continue

Membership in the International Brotherhood of Teamsters, which has recorded uninterrupted gains since December 1, 1952, increased during the month of October by approximately 12,000 over the figure for October 1956, General President Dave Beck has announced.

During August, September and October this year—a period in which unemployment was much greater than in the corresponding period last year—the Teamsters' per capita tax payments showed an average gain of approximately 51,000 over the same three months of 1956.

"The average membership for this three-month period in 1957 was 1,473,566 as against 1,422,441 for the same three months of 1956," said Beck. "This was achieved in spite of a much greater and more severe unemployment situation than existed a year ago.

"Never since December 1, 1952, have the Teamsters failed to show an increase in membership over the corresponding month of the previous year. And it should be kept in mind the increase—at least the gains of the past several months—were recorded in the face of adverse publicity emanating from Washington and elsewhere."

A Non-Unionist Tells Why

Union Card Is Your Best Insurance

A few weeks ago a Philadelphia housewife, who is the mother of two children, attended a neighborhood house-party at which the subject of labor unions came up for discussion. Since the husbands of many present belonged to unions, this particular woman was surprised to discover that many of them did not fully realize the real benefits of trade unionism and how fortunate they were to have the protection of union contracts.

Her surprise at the ignorance of these women has prompted this housewife—who, incidentally, doesn't enjoy such protection—to tell her own story. She has written the following for the INTERNATIONAL TEAMSTER whose editors are withholding her name in order to safeguard the job her husband now holds.

DO you have a union book? Or does your husband have his receipts for paid-up union dues?

If so, cherish them and consider yourself lucky.

A union member belongs to a particular group, sort of an exclusive body to which membership is necessarily restricted. Once you get admitted, you and your family enjoy the protection, security and benefits which organized labor has struggled hard to win. There are many workers today who would hock their eye-teeth to win the right to qualify for these rights and the protection a union book or card offers.

Let me cite my husband's case to show you exactly what I mean.

Up until about three years ago my husband was an employee of the Federal Government. He made a living wage and had security, but we discovered it was the kind of security which wasn't particularly appetizing.

When a large furniture chain, which shall be nameless because identification doesn't alter the facts, offered him a job which paid more, he decided to make a change. They made him an assistant manager—an executive they called him—who worked on a straight salary.

An executive, I've come to learn, is a person who works like a HORSE and gets paid like a MONKEY—in PEANUTS.

My husband was assigned to a warehouse where he supervised the sealing of loaded trucks, the unloading of freight cars, uncrating of furniture, etc. Like others in this so-called executive position, he was expected to—and did—work long hours. While the people working under his supervision, members of a Teamsters' union, were well paid for their overtime work, my husband received nothing more than his straight weekly salary.

I have seen my husband work from 50 to 70 hours in one week, including all-day Saturday, for a straight salary. I have seen him buy his dinner every night in the week without being re-imbursed by the company.

During one Christmas rush I remember that my husband worked around the clock, stopping during the 24 hours only to eat some food which was brought into the warehouse to him. I have seen him come home and sleep a few hours, take a shower and return for 10 more hours.

After a year and three months with this company, my

husband got his first raise, a \$300-a-year increase, plus a bonus of \$200. This bonus was supposed to compensate for the overtime. I figured he worked about \$1,000 worth of overtime, not counting the expense of buying dinners.

When it finally became evident that one man could not possibly do all the work required, the company finally hired an assistant for my husband.

When my husband returned from a vacation, he found an accumulation of work because this assistant couldn't keep up with it. When the latter became sick another assistant was hired. About the only relief this gave my husband was that it permitted him to alternate the Saturday work.

Last January another \$300 bonus came through and so did another raise. This boosted my husband's salary to the magnanimous sum of \$400 a month after a service of about three years.

When the company decided to conduct a sale at the warehouse my husband was told he would have to defer a vacation he had planned to take during that period with his family. We eventually got the vacation in late August.

While we were away an efficiency expert decided that the warehouse had too many supervisors. The morning after our return my husband received a telephone call during which he was told his job was being terminated for economy reasons. This was on Labor Day. The next day he received a letter with the two weeks' pay they owed him. . . . Not a cent extra. No severance pay. They did not even pay him for Labor Day.

You can imagine what a shock this was. But the jolt was even greater when we learned later that my husband's termination—as they called it—was common knowledge in the neighborhood and the subject of tap-room discussions even while we were away vacationing in our blissful ignorance of what was going on back home.

I hope I don't sound bitter, because I'm not. But I am thankful for one thing. My husband's dismissal provoked such resentment among his co-workers that the Union Steward called a meeting at which he spoke well of my husband and his work record. But, more important to my way of thinking, he took the occasion to remind the workers—union members, of course—that they could not be treated in such a manner because they all have a book.

I hope all of those who heard him or who are fortunate enough to enjoy the benefits realize that membership in a union is one of their most valuable possessions.

If my husband had been employed in a position protected by a union, the company could not possibly have treated him so badly without just cause. He would have had someone to turn to, to fight for him and for his rights.

So I say to you people who belong to unions, be glad of it and be proud of it. Pay your union dues cheerfully and promptly.

Paid-up union dues is job insurance and, believe me, I, for one, know it is the best and the cheapest insurance you and your family can buy.

Murdock Backs Teamsters

The accusation that the National Labor Relations Board, in all its zeal to bar minority representation picketing, has seriously undermined all picketing rights, has been made by one of its members.

The Board, by a 4-1 vote, has ruled that a union supported by only a minority of employees violates the Taft-Hartley Act by picketing for recognition as the exclusive bargaining representative of the employees.

The ruling brought a charge by Abe Murdock, only surviving Truman-appointee on the Board and a frequent critic of the Eisenhower-appointed majority, that the majority was adopting a theory of "coercion so extreme as to render all picketing unlawful" under vital sections of Taft-Hartley. The case involved organization picketing by Teamsters' Local 639 of Washington, D. C., against Curtis Brothers, a storage and furniture company.

In another case the NLRB went even beyond this extreme and held that the use of "we do not patronize" appeal to the public in a minority recognition case also threatens economic loss to the employer and so represents "coercion" on his employees.

Involved in the case was Lodge 942 of the Machinists and the Alloy Manufacturing Co. of Spokane, Wash. It was charged that Lodge 942, seeking union shop conditions for two members, picketed the company's shop and placed it on the "we do not patronize" list of the Spokane Central Labor Council. It was held that appeals to consumers and "we do not patronize" lists contain the same threats to the employees' livelihood as does picketing.

Majority Sees Coercion. The Curtis case was decided by the majority on a section of Taft-Hartley which forbids a union "to restrain or coerce" employees in their rights to join or not to join in collective bargaining activities.

The majority based its decision on the theory that the employees of the company were being "coerced" because their employer would suffer economic loss from the picketing, that they in turn would have their financial security lessened and that this was a threat to them. Murdock declared that this was a completely new definition of "coercion" and was contrary to many precedents set by earlier Boards.



ABE MURDOCK
NLRB Member

He said that the present Board had "disregarded legislative history and precedent and substituted their own judgment for that of Congress." In effect, he declared, the Board had "amended" the Act. Murdock also pointed out that all picketing can involve economic loss for an employer and could have an influence on the financial security of workers.

If carried to its logical extension, all picketing could consequently be barred even though the object of the picketing had not been forbidden by Congress.

Will Appeal Ruling. Attorneys for the Teamsters announced they would appeal the Board's decision to the courts.

The facts of the Curtis case showed that Teamsters' Local 639 won an election in 1953 by a substantial vote. The company refused to accept a union-shop contract and the union struck. A company-filed decertification election—more than two years after the 1953 vote—resulted in loss of the union's majority.

When the local continued its picket line, Curtis filed an unfair labor relations practice complaint and the Board handed down its unusual ruling, that a picket line for the purpose of inducing union recognition, in the absence of a continued majority, violated the Taft-Hartley Act.

In Murdock's opinion, the decision in the Alloy case represents "an even more extreme position" than that of the majority in the Curtis case. He insisted that both the picketing and the "we do not patronize" lists were legitimate as "views, argument, or opinion" specifically protected by the free speech section of Taft-Hartley.

"The application of the same theory to the use of 'do not patronize list' in this case similarly places in jeopardy all union unfair lists, whatever the objective of the boycott," he declared.

Argue "Hot Cargo" Cases

Forceful arguments as to why the Interstate Commerce Commission should not assume jurisdiction in so-called "hot cargo" cases have been placed before that body by attorneys representing Teamster unions.

In separate cases, L. N. D. Wells, Jr., representing Teamsters' Local 886 of Oklahoma City, and David D. Weinberg, appearing in behalf of the General Drivers and Helpers Union, Local 554 of Omaha, Nebr., argued that jurisdiction rightfully belongs with the National Labor Relations Board.

Wells informed the Commission, at a hearing conducted in Washington, that a partial interruption of trucking service in the Southwest in 1955 stemmed from a valid labor dispute falling within the jurisdiction of the NLRB. When members of the Teamsters refused to handle freight interchange between the non-union Galveston Truck Line Corp. of Houston, Tex., and unionized truckers at Oklahoma City, on the grounds that it was "hot cargo," Wells argued they were exercising individual judgment.

Cites Taft-Hartley. He likened this action to a refusal by union members to cross a picket line and pointed out that, in both cases, the employee's judgment was protected by the Taft-Hartley Act.

Appearing in opposition to an application filed by Nebraska Short Line Carriers, Inc., to serve a wider area when their interline arrangements with unionized carriers broke down, attorney Weinberg contended the Commission would be exceeding its authority in deciding the legality of "hot cargo."

Supports His Position. Weinberg cited several court rulings to support his contention that jurisdiction properly belongs to the NLRB and not to the ICC.

"If a certificate of convenience and necessity were granted applicant in this matter by the Commission on the basis of the non-union character of applicant and on the basis of alleged secondary boycott activity by a union, the Commission would inject itself into the area of labor relations and



L. N. D. WELLS, JR.
Presented Teamsters' Case

collective bargaining," Weinberg stated. "This would invade the basic jurisdiction of another federal agency and would open the door to multitudinous litigation before the Commission."

Wells pointed out to the Commissioners that the Taft-Hartley Act does not permit the NLRB to transfer its jurisdiction over "hot cargo" when the contract is between persons engaged in the transportation industry.

Employer In Middle. "Since a 'hot cargo' clause is the legal subject of bargaining," he stated, "an employer who refused to bargain on 'hot cargo' would be guilty of unfair labor practices and, if the ICC should prohibit a carrier employer from bargaining, the employer would be in the dilemma of having to violate one of two federal laws of equal dignity.

"The NLRB has refused to hold that a 'hot cargo' clause is unlawful. Furthermore, the Board leaves to the employee the right to refuse to handle 'hot cargo.' The Congress has continued to hold to this view by rejecting recent proposals by Senators to outlaw the 'hot cargo' clause itself.

"The 'hot cargo' clause and the Congressional compromise in 1947 together help to achieve the purpose of the Motor Carriers Act in that they isolate a labor dispute between the immediate parties involved and protect the shippers against the spread of such a dispute."

Decisions were reserved in both cases.

NLRB Reverses Stand

The National Labor Relations Board, in a split decision on Oct. 12, ruled that "hot cargo" contracts between Teamster Unions and common carrier truck lines are invalid.

This ruling, by a three-member majority of the five-man Board, reversed a decision by the Board in 1949 that such pacts were legal. The latest ruling has confused the situation revolving around "hot cargo" clauses to a greater degree than ever before.

Solution of the issue lies with the U. S. Supreme Court which has decided to hear arguments on the "hot cargo" question involved in three separate cases.

Murdock Dissents. In the latest NLRB ruling Board member Abe Murdock stuck with the eight-year-old position that "hot cargo" clauses are valid and enforceable. "Never before," he stated in a dissenting opinion, "has any member of this board or of any court adopted so extreme a view" as that of his associates.

The decision stemmed from a case involving Teamsters' Local 728 and the Genuine Parts Co. of Atlanta, Ga. The Union struck the Company's Atlanta plant in March, 1956. Several truck lines hauling Genuine freight had "hot cargo" pacts with the Teamsters and, the NLRB claims, the Union by advising its members it could refuse to handle the freight violated the Taft-Hartley law's secondary boycott ban.

Majority Opinion. Board Chairman Boyd Leedom and member Joseph A. Jenkins took the position that a union's making of a "hot cargo" contract "constitutes prima facie evidence of union inducement or encouragement" of secondary boycott activity. They contended a violation of the labor law under their ruling would be established when it was proved that a shipper had been refused use of a common carrier's facilities.

Member Philip R. Rogers agreed in finding a violation in the Atlanta dispute and maintained his previously announced position that "hot cargo" clauses are contrary to public policy and, hence, invalid in all industries.

Takes Different View. Member Stephen S. Bean concurred in finding a violation in the Atlanta case but he held to a 1955 NLRB decision that "hot cargo" clauses are legal so long as the union does not attempt to en-

force them by appeals to members. (The right of a union to appeal to its members for enforcement is one of the issues now before the Supreme Court.)

By its latest order the Board directed the union to cease inducing and encouraging employees of freight carrier concerns in the Atlanta region from handling freight of the Genuine Parts Company.

In his dissenting opinion, Murdock took the position that it is up to the Interstate Commerce Commission, rather than the NLRB, to decide to what extent common carriers "are or are not free under the Interstate Commerce Act to restrict their service to shippers."

Teamsters Aid Boys

Lots of people talk about the problem of juvenile delinquency but few actually do anything about it. This is not true as far as members of Produce Drivers Local 630 of Los Angeles are concerned.

Recognizing long ago that the foundation for good citizenship is laid in early childhood, the members of 630, along with Secretary-Treasurer Carl Windschanz and Trainers Bob de La Fuentes and Louis Juaregui have been operating one of the finest boxing gymnasiums in Southern California.

Juaregui, one of the nation's top instructors, teaches boxing to the sons of Teamster members at the gym. He has produced some outstanding athletes, among them Alfredo Escabor who ranks high as a professional.

Windschanz sees in the program an opportunity for the boys to develop clean, healthy minds and bodies.

Fathers of the boys regularly attend bouts, secure in the knowledge that they have made an important contribution to the Nation by helping to guide America's youth down the right paths.

Teamster Elected to Board

The organized labor movement in Reading, Pa. made an impressive showing on election day when every one of the labor-supported candidates won in the local city and county elections. Three unionists won posts—William Ruoff of the Insurance Agents on the City Council, Vincent Strollo of Plumbers Local 42 on the School Board, and Fred H. Hinkle, Teamsters Local 429, on the Prison Board.



EAGER VOLUNTEERS—Jim Godley (center) and Ray Flick (right), a Teamster business agent, pass out routes assigned to the Teamster truck drivers who aided in Minneapolis' annual clothing pickup.

Teamsters Aid in Drive

Once again Teamster union members in Minneapolis have responded to the call and aided the Goodwill Industries to collect nearly 150 tons of clothing.

Despite the rain and cold weather which prevailed on Sunday, November 3, some 100 Teamsters gave up their customary day of rest and drove trucks used in the collection. The Teamster drivers were aided in the pickup work by Boy Scouts and Hi-Y youths.

The clothing will provide work for the disabled for a year at Goodwill. They will clean and repair the garments and Goodwill will sell them. This work provides a livelihood for the disabled.

Ray Flick, Local 977 business agent, who had charge of the drivers, expressed his gratitude to the drivers of the various Teamster unions, who responded to the call to work. Some drivers worked as late as 7:30 to clean up the job.

Praises Volunteers. George Angell, manager of Goodwill, said the Teamster drivers did a wonderful job, and that Flick directed the work with fine efficiency.

Bernie Bierman, former Gopher football coach, was general chairman of the drive.

Martin Lacey Dies

Martin T. Lacey, turbulent and outspoken president of New York's Central Trades and Labor Council and long-time Teamster leader in the Metropolitan area, is dead at the age of 75.

Lacey died of a heart attack during his sleep on the night of November 13. His death brought messages of condolences from labor leaders far and wide. Vice President Thomas J.

Hickey, a close friend, was selected by General President Beck to represent the IBT at the funeral services.

Until last January, Lacey was president of the Teamsters' Joint Council 16 which embraces some 125,000 truck driver and warehouse members. He resigned after a bitter court fight to prevent John O'Rourke from taking over the post.

A hard-bitten unioner who believed in the two-fisted approach to almost every problem, Lacey had been a member of IBT since the days of the horse-drawn wagon. He had a forceful vocabulary and did not hesitate to use it to put across his point.

A rebel all his life, Lacey led his Local out of IBT early in his career because of a feud with International General President Dan Tobin. But time healed the scars of disagreement and four years later Lacey returned to the fold.

Highly Regarded Unionist. Despite his running feuds within the organization to which he belonged all his adult life, Lacey was a widely-respected leader of the labor movement in the New York area.

Because of his post with the trades and labor group, he was principal



MARTIN T. LACEY

spokesman for more than half a million AFL members, and his opinion on matters affecting labor was sought by leaders of both major political parties.

Born in New York, he moved to New Jersey in 1928. Soon after joining the Teamsters union, he became active in labor affairs. In addition to his presidency of the trades and labor council and the IBT Joint Council, Lacey served on the executive board of the New York State Federation of Labor and was secretary-treasurer of Local 816.

In recent months he had worked actively toward an accord of AFL and CIO forces in New York. On the day before his death, he attended a six-hour meeting of the State AFL executive board and attempted to iron out differences involved in the merger.

In addition to his widow, the former Vera Long, to whom he had been married but three years, Lacey is survived by four daughters and three sons by his first wife who died in 1952. He also leaves 19 grandchildren.

Two of his sons, Martin and James, are business agents of Local 816.

Labor in Elections

Voters of New Jersey have served notice that a vitriolic anti-labor campaign will not pay off.

This significant outcome highlighted the fall elections in which labor-endorsed candidates in many parts of the nation scored decisive victories.

Incumbent Democratic Gov. Robert B. Meyner of New Jersey won over his Republican opponent, State Sen. Malcolm S. Forbes, by a landslide margin of more than 200,000 votes. This was 50,000 more than in 1953. The impact of the labor vote was evidenced in the outcome of elections in many other sections of the country.

Labor Shows Strength. Forbes conducted much of his campaign against labor, specifically against the CIO which has not yet merged with the AFL in New Jersey. He continually charged that a "handful of CIO bosses" dictated support of Meyner.

Union leaders felt that the anti-labor tone of the Forbes campaign was planned from the earliest days of the campaign. It was considered a carefully calculated move through which the Republicans thought they would gain political advantage. Forbes had the warm endorsement of President Eisenhower. When Vice Presi-

dent Richard Nixon campaigned in New Jersey he continued the Forbes strategy.

The New Jersey State Federation of Labor did not make an endorsement in the race. However, the AFL Committee for Meyner stirred themselves to all-out activity in face of the attacks against labor. The State CIO, which had endorsed Meyner, pitched into the campaign as it never would have done otherwise. Some 2,600 people worked at the polls on election day.

Results Interpreted. The results provided some important warnings to anti-labor minded politicians.

"The smear attacks on CIO leaders by Sen. Forbes were bitterly resented by the 250,000 alleged 'bosses' who run in the State CIO and were responsible for the victory of Democratic candidates in the heavy industrial counties of Essex, Union and Passaic," declared State CIO Executive Vice President Joel Jacobsen.

In reviewing the vote, **The New York Times** declared that Forbes made a "tactical error" in his "repeated attacks on the Congress of Industrial Organizations in a state where CIO membership is pronounced."

Meyner carried along with him the State Assembly, by 42 to 18, the first time in 20 years that it went Democratic. Some Democratic gains were registered in the State Senate.

Highlights of other elections included:

New York—Labor-supported New York City Mayor Robert Wagner was returned to office by the biggest margin in history. The Democrats, usually with labor backing, scored important victories upstate. They took mayoralties from the Republicans in eight cities, dropped three for a net gain of five.

Pennsylvania—Democrats, joined by labor, scored smashing victories in their strongholds of Pittsburgh, Philadelphia and Scranton, and threw out Republican administrations in six other cities. Democrats hold all top offices in the Philadelphia city government for the first time.

Michigan—Overwhelming victor in the Detroit mayoralty election was labor-supported incumbent Louis C. Miriani. For the first time in history a Negro, attorney William T. Patrick, Jr., was elected to the city council.

Ohio—In this normally Republican state, Democrats racked up important gains. Three Columbus council-

IBT Aids South Africans

Considerable international good-will has been developed between the Teamster who drives a truck in the United States and those who perform a similar work in South Africa through the efforts of IBT Economist Al Weiss.

In a letter to Weiss recently, D. J. Du Plessis, chairman of the Industrial Council for Motor Transport, Department of Labor, in Johannesburg, South Africa, sought information about the U. S. transport industry. Du Plessis said he thought South Africans might well benefit from the experiences of American truck drivers and, consequently, he would like to get anything available on the subject.

Weiss immediately mailed the requested material and soon learned from the grateful Du Plessis that copies of it have been circularized to all employers of labor in the South African motor transportation industry.

"We are fortunate in having such thoughtful friends overseas who are always and ever ready to share the results of their researches with us," Du Plessis advised Weiss.

European and American labor will in the future have more common interests.

men, ordinarily sure of 10,000 to 15,000 victory margins, lost. Democrats won other municipal victories but in Cincinnati Republicans won five out of nine posts on the city council.

Kentucky—Democrats took virtually all of the 17 Senate and 100 House of Representative posts. Although breakdowns are not yet available, this is considered a real labor victory since "right to work" legislation will be introduced in the state legislature next year. Democrat Bruce Hoblitzell defeated his Republican opponent Robert Diehl for mayor of Louisville.

Arkansas—All-out segregationists in embattled Little Rock were able to elect only one member to the city council in seven races.

Recipe for More Jobs

A quarter of a million new jobs could be created practically overnight through outright repeal of the 20 per cent tax on night club tabs, according to Vernon Herndon, treasurer of the American Hotel Association.

In a recent speech before more than 100 labor and management representatives of Minnesota's beverage industry and allied groups, Herndon estimated that 55,000 jobs for musicians would open up on repeal of the levy and, he added, "for every musician hired, four others would be needed in kitchens and dining rooms."

Herndon, who is general manager of Chicago's Palmer House, also said that hundreds of entertainment rooms in hotels have been closed "because the public simply will not stand for that extra bite on the budget when they go out for an evening's entertainment."

80,000,000 Workers

By 1965 the American work force will be 80,000,000 and the pattern of jobs will be altered radically with jobs requiring more education and training taking the lead.

This prediction was made before the Ohio State Apprenticeship Council at Toledo, O., by Undersecretary of Labor James T. O'Connell, who cited a number of important changes that will occur in the American work force:

- Instead of today's 70,000,000 workers, there will be 80,000,000 because of population growth since World War II.
- Most of the additional 10,000,000 workers will be over 45, or women, or the very young.
- There will be a continued shift to the service industries as automation and other technical changes reduce the need for production workers.
- For every professional and technical worker we had in 1955, we will need 137 in 1965.
- For every 100 managers, officials and proprietors, we will need 127.
- For every 100 clerical and sales workers, we will need 127.
- For every 100 skilled craftsmen, we will need 124.
- For every 100 semi-skilled operatives, we will need 122.
- For every 100 farmers and farm workers, we will need only 85.

ATLANTA



Local 728 rank and filer Benjamin Turner attends to first order of morning business—a hale and hearty breakfast served by his wife, Oretha.



Arriving for work a few minutes ahead of schedule, Ben has time to pass a few pleasantries with his fellow workers. From left are Andy Trimble, John Wright and Howard Roper.

By Leola Kendrick

COPIOUS tears are being shed daily by formerly unsuspected "friends of labor" for the sad plight of the rank and file member of the International Brotherhood of Teamsters Union.

How the Kleenex business would skyrocket if the tears were genuine and not the crocodile variety!

Just who and what is this "rank and file member" who has leaped into sudden prominence as one to be pitied and protected, and who is pictured as the downtrodden of the earth?

Dreams Come True

The rank and file member of the Teamsters' Union, taken individually, is an average American citizen who can walk proudly and hold his head high in the knowledge that he has chosen well in affiliating with a strong union that already has helped him to fulfill many of his dreams.

Dry those tears, "Friends," straighten your thinking, and listen to the true story of a typical rank and file member, who in this particular instance is a member of Teamsters Local Union 728 in Atlanta, Ga.

Meet Benjamin Lanier Turner, 42 years old, happily married, deacon in his church, home owner, possessor of a nice automobile, and, thanks to his union contract, with sufficient time on his hands after work and on holidays

to relax with his family and in season, when he so desires, to indulge in his favorite sports of hunting and fishing. But best of all, the union has given him security in his way of life.

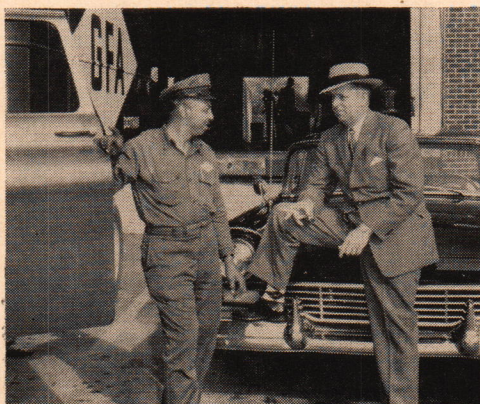
Has it always been like this for Benjamin Lanier Turner, rank and file member of Teamsters Local Union 728? The answer is a big "NO!"

From the very beginning until recent years, Ben's struggle to exist has been hard. Born into a family of six other children, Ben's father, a tenant farmer in Twiggs County, did his best for his large brood.

Even so, Ben with his brothers, after finishing backbreaking work on their own farm, were required to go out and earn what they could on other farms. There was never any ready cash except for bare necessities.

Seeking to get away from this situation, Ben left home to work in the orange groves of Florida. The work is seasonal and often his pockets were as empty as they had been on the farm.

Believing that for him there was something better in life, Ben came to Atlanta in 1940 and secured a job with a wholesale grocer. He worked 14



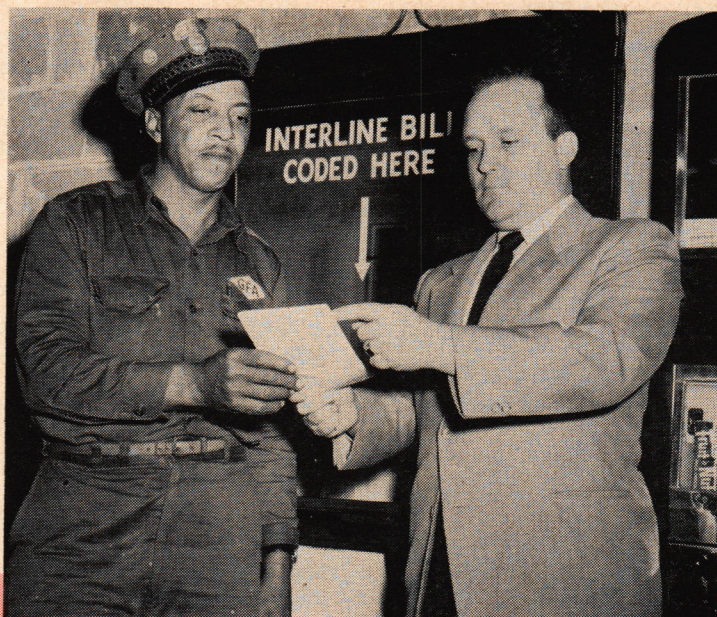
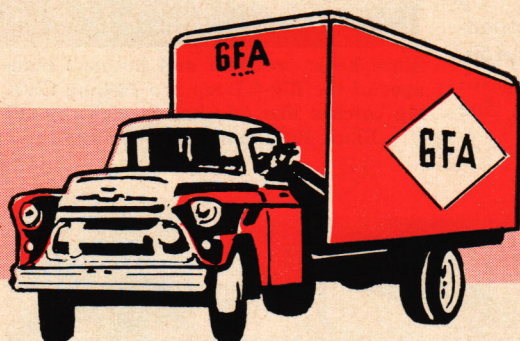
Before climbing aboard his truck, Ben has a few words with Local 728 Business Agent Joe Hendrix. Ben is a native Georgian.



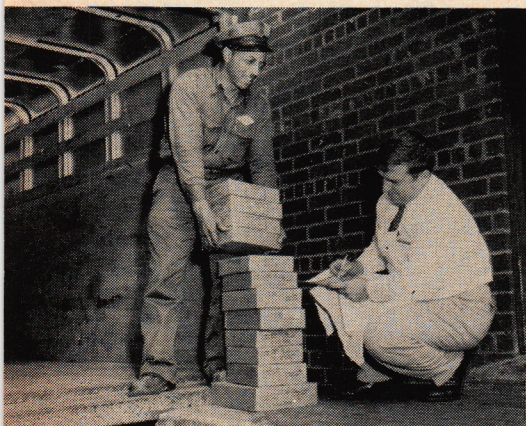
After punching his time clock, Ben backs his truck into the dock to pick up his freight load for his day's deliveries.

TEAMSTER

**Portrait of a Rank-and-Filer:
He Enjoys Security, Happiness
and a High Standard of Living**



J. R. Freeman, terminal manager for the firm where Ben works discusses deliveries before Ben starts day's assignment.



Here Ben chats with a super market employee as he unloads a consignment of chrome enamel.

hours a day for \$15 a week, but at least the pay was regular.

To add to his happiness, but also to his problem, he married Miss Ortha E. Williams the same year he came to Atlanta. The \$15 a week wouldn't stretch enough for a family. Something had to be done, and he found a job with a foundry, but when the employees attempted to unionize the plant, the company moved its equipment elsewhere, leaving them high and dry.

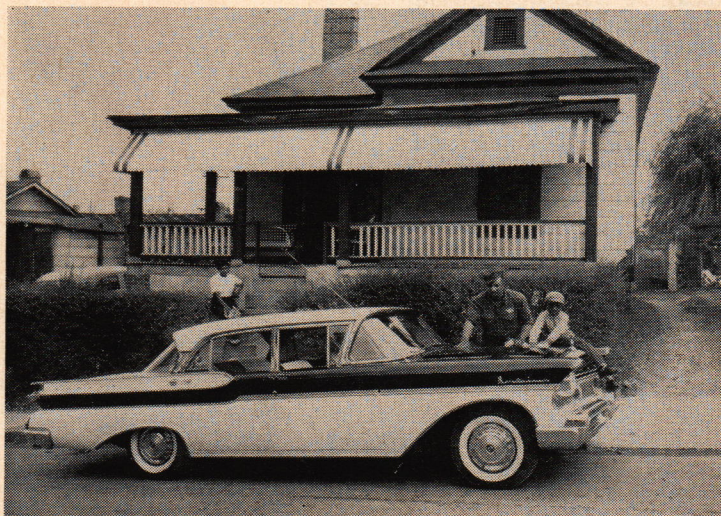
His next job was with White Provision Co., where the CIO had organized the meat cutters, and he felt that he had bettered himself to some degree, but not enough.

The greatest change in his earning power up to date came when he went to work for J. L. Dean Trucking Co., but even there he worked a 50-hour week for \$37.50.

In 1952, Teamsters Union 728 began its organizing campaign and

Back at home, Ben assists his young grandson, Burke Dodson, to polish Ben's new car. The Turner home is in the background. Mrs. Turner can be seen (at left) lending moral support to Burke and Ben.

The day's work is finished and Ben reports back to the terminal before checking out for home and then a few hours of fishing.



struck the plant which had then become D & D Trucking Co. Due to injunctions and court restraining orders the union was stopped for a year and a half, and upon the advice of union officials, the employees went back to work, and to bide their time.

Through the efforts of Benjamin Lanier Turner, in 1953, the men signed up, and when the company saw that they were going to lose the election an increase almost equivalent to the union scale was granted. This did not stop the election, and the plant was organized. The wage scale was \$1.37 an hour for a 48-hour week.

In 1954 GFA bought the D & D Trucking Co. and now operates under the Southeastern Area Agreement. Since that time, the wage scale has almost doubled and the men work a 40 hour week. The pension and health and welfare plan is borne by the company.

Where once there were only three holidays, there now are six, with a 5-day workweek, with time and one-half paid for the sixth day and double pay for work on holidays and Sundays.

Keep in mind that GFA is a typical organized company, even as Benjamin Turner is a typical rank and file member of the Teamsters' Union.

What happens to the company where the employees seem to get so much? How is the company benefited in the union agreement?

Employer Also Prospered

When asked this question, Ben Turner said, "GFA, since it came to an agreement with the union, has prospered. The men are happy and secure and therefore produce.

"In the last three years the company has built a new terminal, bought a new dragline system, a fleet of new trucks, 50 trailers, 32 pickups and 16 new diesels for over the road."

The employees take pride in the new equipment and try to keep it jam up.

"I'm especially careful with my truck when I remember how I always fell out of the old truck whenever I opened the door," Ben said.

"GFA, as do most other union companies, cooperates with the union. Naturally union problems arise, but consideration for each other quickly straightens them out."

Benjamin Lanier Turner, rank and file member of Teamsters Local Union 728, had the highest praise for President R. C. Cook and Secretary-Treasurer Weldon L. Mathis, as well as for the union's business agents.

"There is never a time of the day or night when they won't come to a union member if he has a labor problem," Ben said. "These men give their jobs everything they have, and don't think the members don't appreciate it."

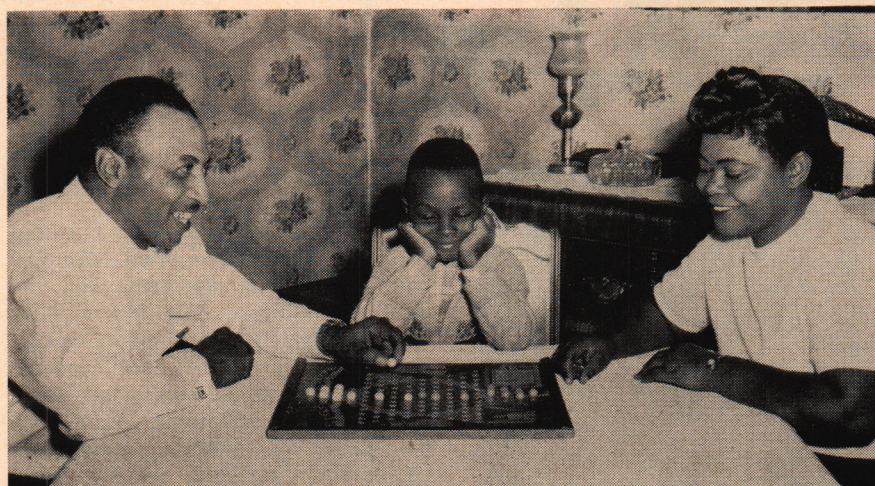
Thus speaks a rank and file member.

Shop Steward Turner

A spirit of goodwill and cooperation prevails at all union meetings of Teamsters Union 728. They are well attended by white and colored members who have but one objective, to work for the good of all. As senior shop steward, Ben Turner has the responsibility of trying to work out the problems of every union member, regardless of color, and he is doing a fine job, according to his superiors.



Since he is president and business manager of the Big-4 Deep Sea Fishing Club, big catches like this hearty eight pound Black Bass come easy for Ben.



Stern duties over, the Turners enter into the recreational hour with enthusiasm. A game of Chinese checkers proves relaxing while little Burke seems to find amusement in the apparent horseplay going on between his grandparents.



Hunting is another one of Ben Turner's avocations. Here he cleans his rifle while his friend, Gid Parham, stands by with the lubricating oil.



IBT Battles

(Continued from page 6)

which chose Hoffa as the new General President, the 13 New York Teamsters pressed their suit and succeeded in getting Judge Letts to issue on October 22 a temporary injunction which prevented Hoffa or any of the new vice presidents elected at Miami Beach from taking office. They failed, however, in their efforts to get a master appointed to administer affairs of the IBT.

On November 4, the U. S. Court of Appeals upheld the preliminary injunction. The three-judge court not only barred Hoffa and the new vice presidents from taking office immediately—until the suit has been resolved—but stipulated that the International Union must continue to be governed by the Constitution which has been in force since 1952.

Unusual Situation

So a strange situation has come to pass. The Teamsters now are prevented by court order from putting into effect certain reforms adopted at Miami Beach to bring the union's policies and procedures into greater harmony with the AFL-CIO Ethical Practices Code.

And since President-elect Hoffa and the newly elected vice presidents are restrained from taking office, the old Executive Board must carry on.

This state of affairs was impressed upon the AFL-CIO Executive Council when it convened, with all 29 members present, in Washington on October 24. After the Teamsters' position—outlined earlier in this article—was made known in a statement read by Vice President Mohn in the absence of General President Beck, there followed an hour and a half of discussion.

At this point the Teamsters' Executive Board withdrew from the room and the Executive Council continued to discuss the case in closed session for another hour and a half.

Then came the decision—to suspend the IBT immediately with expulsion to be recommended to the Atlantic City convention unless certain things are done.

A resolution adopted by a 25 to 4 vote, stated:

"Such suspension shall be lifted if and when the International Brotherhood of Teamsters shall agree:

Pay for Harsh Talk

The State of Pennsylvania, in an extraordinary decision, has ruled that a worker doesn't have to take verbal abuse from his boss and, if he quits because of it, he's entitled to collect unemployment compensation.

The far-reaching decision came in the case of John F. Anneman, a Scranton, Pa., lithographer. After being hired as an apprentice by Harrison Becker, Anneman discovered the company consisted of Harrison Becker and his brother and sister, George and Helen Becker. George Becker, the State eventually found, "constantly harrassed Anneman and on many occasions used profane language."

Finally came a day when Anneman was two minutes late returning from lunch and this drew abuse from George Becker. What the latter didn't know was that Anneman's tardiness "was a result of his doing a favor for Harrison Becker by purchasing his lunch and bringing it back to the shop."

But Anneman decided he'd had it and walked out. Not long afterward, when he went to apply for unemployment compensation, he was informed he wasn't entitled to it because he had quit his job voluntarily.

Anneman decided to appeal and his case came before the State Unemployment Compensation Board of Review. It was here that the employer was slapped down and a new worker's right established.

"Anneman," the Board of Review found, "frankly admitted that he quit because of the indignities heaped upon him. We believe an employer has a right to censure a worker, but to resort to foul and profane language in censuring a worker is going too far in our estimation."

Therefore, Anneman, the Board decided, was not only fully entitled to walk out but also to collect unemployment compensation.

(a) To remove and bar from office in the International Union those named by this Executive Council . . . as being responsible for the abuses referred to in that report.

(b) That a Special Committee appointed by the Executive Council, and assisted by such representative or representatives as may be appointed by the President, shall be given authority to direct such actions as the Committee deems appropriate to correct the abuses set forth in the report of the Ethical Practices Committee, to eliminate all other corrupt influences from the International Brotherhood and to insure compliance with the AFL-CIO Constitution, the Codes of Ethical Practices. . . ."

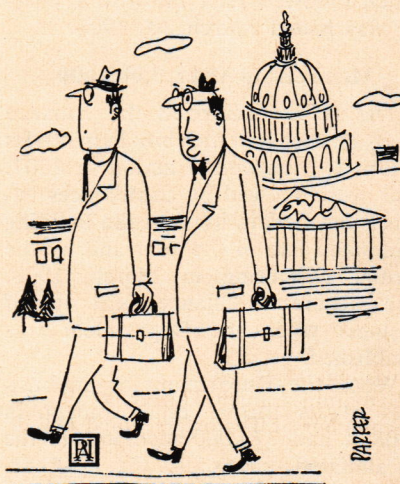
So the issue rests as the AFL-CIO convention, where a two-thirds vote of delegates is necessary to bring about expulsion, approaches.

Workers Being Swindled

The inadequacy of state laws on industrial safety and protection for the health of workers has drawn the fire of President A. J. Hayes of the Machinists union.

In fact, said Hayes in an address before the National Safety Council's Labor Conference, "there are many men in the labor movement who are firmly convinced that workmen's compensation has been a gigantic swindle on the American worker."

Not only are laws covering workmen's compensation and occupational diseases inadequate to meet today's needs, said Hayes, but he charged that some states are using these lax protection laws to "compete" for industry.



It's A Good Thing Unions Can't Investigate Us.

Teamsters Are Active Affiliate

Building Trades In Fiftieth Year

This month the Building & Construction Trades Department (AFL-CIO) will celebrate its fiftieth year and for almost 30 of those 50 years the International Brotherhood of Teamsters has been an active affiliate of the Department.

The Department is one of the oldest of the subdivisions of the present American Federation of Labor and Congress of Industrial Organizations. The Building Trades unions have antecedents which go back even before 1886, the year the AFL was founded.

Samuel Gompers in an address to the 1888 AFL convention at St. Louis suggested the desirability of having the various industrial or trade groups established as departments. This suggestion did not materialize for 20 years.

Differences of opinion as to the place of the building trades delayed any formal establishment of a department within the Federation. The AFL leaders feared the building trades and were afraid that these unions would control the entire organized labor movement.

In the meantime the building trades themselves established a form of unity in a National Council in 1897 and in 1903 they followed with the organization of the Structural Building Trades Alliance. This was the forerunner of the Department and in its sessions it set the pattern which followed after the formal charter was issued March 20, 1908.

Membership Over 3,000,000

The AFL authorized the issuance of a charter to the building trades unions by convention action in 1907. This was followed by conferences between the Federation and the building tradesmen late in the year and by the formal chartering in March, 1908. The Structural Alliance went out of business when the Department was established.

When the Department began business at its formal establishment in 1908 it had 379,000 members in the 20 affiliated unions. At the 1957 Atlantic City convention of the Department this month the 19 affiliated un-

ions comprising the Department will represent a union membership of more than 3 million.

Teamsters did not become members of the Department until 20 years after its establishment. By virtue of their work as building and materials drivers supplying construction sites, Teamsters are eligible to membership as a building trades affiliate.

On August 24, 1928, the International Brotherhood of Teamsters became a chartered affiliate.

The first convention attended by a Teamster delegation was held in New Orleans, November 14, 1928. That first delegation included General President Daniel J. Tobin, General Secretary-Treasurer Thomas L. Hughes and vice presidents, all of the headquarters office in Indianapolis, Ind., and Edward McCaffrey, New York City.

The fact that Teamsters were not in the Department formally as an affiliate had not prevented cooperation and participation in the work of local building trades councils. Teamsters from the early days were basic to union success at the construction site.

Teamsters have always sent strong delegations to the Department's special and regular conventions. The most recent convention was a special one held last August at Atlantic City. The Teamster delegation at the convention included Vice President James R. Hoffa, Detroit, Mich.; Harold Thirion, director, Building & Construction Drivers National Trade Division, Washington, D. C.; Roy Williams, Kansas City, Mo.; Ralph M. Dixon, Dallas, Tex., and J. F. Ward, San Francisco, Calif.

The Building & Construction Trades Department has gone through many difficulties through the years since its founding. The early years were devoted to developing a strong Department and settling jurisdictional differences. In the early days and continuing for many years was the perennial problem of fighting the open shop workers and the non-union and anti-union contractors.

Some substantial progress was made in World War I, but after that conflict was over building tradesmen became special targets of anti-union forces in an open shop drive. This was known as the "American Plan" and was spearheaded by the National Association of Manufacturers, the U. S. Chamber of Commerce and other national groups.

All unions were fair game for the open shoppers, but building trades were given special treatment by the "American Planners." The climax of this drive wound up in a series of blacklistings in the San Francisco and Chicago areas. The arguments made by the open shoppers of the 20's were precisely the same as those being made by the oppressive "right-to-work" law advocates of the 50's.

The story of itinerant contractors, low wages and low standards of the boom days of the 20's led to agitation for protective legislation which resulted in the Davis-Bacon Act of 1931. This law provided for the payment of prevailing wages on projects which were Federally financed. The law, sponsored by Senator James J. Davis (Rep., Pa.), former Secretary of Labor, and Robert L. Bacon (Rep.), a New York congressman, is one of the cornerstones of building trades progress. This act was strengthened in 1935 through the adoption of pre-determination procedures administered by the Department of Labor. The Department is making further efforts to strengthen the law through tightening its enforcement features.

The building trades played an important role in the days of economic recovery since construction was a basic weapon with which the Government fought the depression. Construction work was done first through the emergency relief agencies such as the Civil Works Administration and Works Progress Administration. Of great substantive importance was the PWA—Public Works Administration in which efforts were made to uphold wage and working standards.

Construction volume during the big days of the boom had risen to a

State of the Union

peak of more than \$12 billion in 1927. The momentum was sustained for a year and then the decline began, slowly at first, but by 1930 the volume had fallen to \$8.7 billion and down to \$3.5 billion in 1932 and a low point of \$2,879,000,000 in 1933, the year the New Deal came into power.

The momentum was long in slowing down and likewise was long in rebuilding. Not until 1936 did construction volume top the \$6 billion mark—\$6,497,000,000. Shortly thereafter the war in Europe broke and allied powers began purchasing in

the U. S. In 1940 the Low Countries fell to Hitler's legions and President Franklin D. Roosevelt stepped up the tempo of defense preparations. This meant stepping up construction also through defense facilities, war plants, etc.

From here on construction climbed, reaching a peak of more than \$14 billion in 1942 before beginning another descent. During the war the Department officials were active in working with Government agencies on the various agencies—and under various agreements, Wage Adjustment Board, Construction Stabilization

Agreement, War Labor Board and others.

The Wagner Act of recovery days, along with old Section 7 of the National Recovery Act had stimulated unionization although construction workers were not under the Wagner Act. The momentum of unionization had been accelerated by the demand for manpower in the defense and war days. Thus unions expanded in size and in importance.

Unions, however, were patriotic and did their full share in the war effort. The building tradesmen were active in working with the Navy in the organization of the Seabees—Construction Battalions. The Seabees has continued as a unit in reserve in which building craftsmen have retained a strong and participating interest.

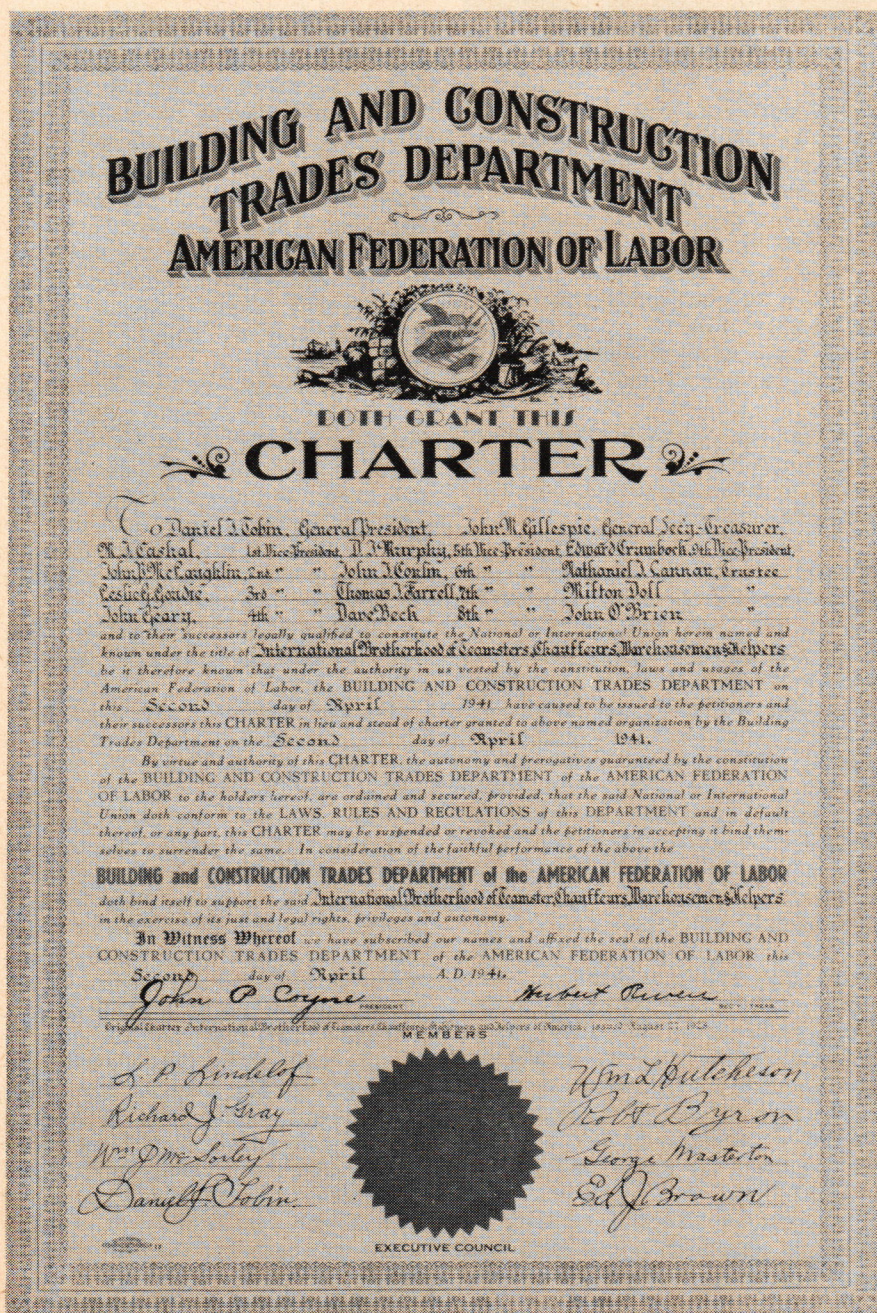
The fears of unemployment in the postwar period were never realized. New plants were needed to supply unsatisfied economic wants, new housing was needed to supply shelter for returning soldiers and for couples who had "doubled up" with relatives. Another boom was on and construction volume began to soar going to a hefty \$16.9 billion in 1947 and this was only the beginning.

Building tradesmen along with the rest of the labor movement were once again targets of anti-union drives. President Harry S. Truman vetoed the Case bill in 1946 which was the forerunner of another law—the Taft-Hartley Act passed in 1947 over the President's veto.

Efforts to achieve amendment of the law to bring it in practical conformity with building trades practices failed. But the Department felt that legislation was basic to its continued success since the Government has a heavy impact on the entire construction industry. The Department convened a National Legislative Conference in Washington, D. C. in the spring of 1955. This meeting was to set the pattern for subsequent sessions in 1956 and 1957.

The conference was broken into opening and closing general sessions and in two days of educational work on Capitol Hill. Some 1600-2000 delegates from local councils all over the U. S. met in Washington and conferred with their Senators and Representatives. The subjects of discussion were: amendments to Taft-Hartley, Davis-Bacon, and minimum

(Continued on page 30)



Rejects Reuther Proposal

Sal B. Hoffman, president of the Upholsterers' International Union, has rejected a proposal by Walter P. Reuther, UAW chief and president of the AFL-CIO Industrial Union Department, that an Organizational Disputes Agreement be enacted by IUD members.

Charging, in a letter to Reuther, that the proposal could choke off the growth of smaller trade unions, Hoffman said that if the agreement were adopted only large unions would benefit.

The proposed agreement attempts to establish a formula for settlement of organizational and jurisdictional disputes between all unions belonging to the IUD with an all powerful arbitrator appointed to decide what union shall have jurisdiction and the power to organize in a given area.

Favors Large Unions. Hoffman contends the proposal imposes false, unfair and discriminatory "guide posts" in the process of settling the disputes and would favor the large industrial unions formerly connected with the CIO. He claimed it would destroy historic and basic traditions concerning trade unionism which have been developed during years of growth and expansion by the American Federation of Labor.

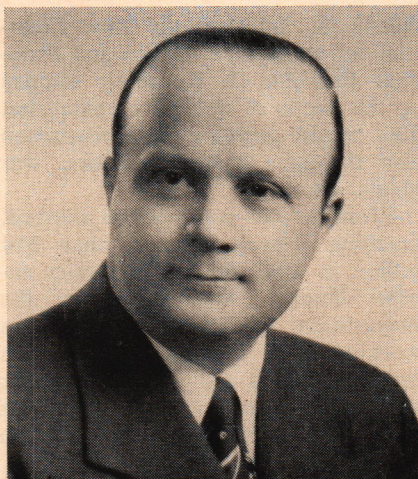
"The clear problem of the labor movement in general and the Industrial Union Department in particular is that of effective respect for jurisdiction where there is no real doubt in any rational person's mind," Hoffman advised Reuther.

"Neither the AFL-CIO nor any successor federation will survive that does not supply practical machinery for enforcing . . . respect for jurisdiction all the way. . . .

"The clear problem of the labor movement in general and the Industrial Union Department in particular is that of effective respect for jurisdiction where there is no real doubt in any rational person's mind.

"That will be marked as substantially solved only when any union representative . . . will tell any group of workers whose industry is clearly identifiable as belonging to another union, that they belong in the other union and helps them to find their way to that union's representative."

No More Charades. There must be an end, Hoffman declared, to the thinking that the "steel springs in the mattress makes the mattress maker



Sal B. Hoffman
Wrote to Reuther

a steel worker, or that the foam rubber in an upholstered chair makes the upholsterer a rubber worker, or because his boss ships his products to market in a truck the upholsterer is a trucker." He added:

"Legitimate jurisdiction must be protected or the bonds which bind the ordinary union . . . to any federation will begin to dissolve in the acid of expediency and power politics."

As for the proposed arbitrator, or "amateur Solomon" as Hoffman referred to him, the U.I.U. President informed Reuther.

"To delegate such authority is . . . to surrender into the hands of an unpredictable and virtually all-powerful arbitrator the power of life or death."

Big Get Bigger. Laying themselves open to absorption by larger unions, as is indicated by the agreement, will result in reduction of the number of unions and an enormous increase in the power of the large unions, Hoffman said. Therefore, he asked, "if unlimited monopoly and concentration in the hands of a few is bad in industry, is it any better in the field of organized labor?"

"In its present form the Organization Disputes Agreement is completely unacceptable to us in the Department or in the federation," Hoffman concluded, "and we cannot adhere to such an agreement, nor concede within the general federation the validity of a single decision so made which affects the trades or industries of our union."

"We cannot favorably consider the proposed agreement in its present form and must look elsewhere for a solution."

Worker Caught in Middle

The American worker is beginning to catch it coming and going—the cost of living is still going up, jobs are beginning to go down and the way the economy is acting has created fears of a recession.

As is politically logical, the Democrats are saying the GOP's "tight money" policy and its "favoritism" toward big corporations are responsible for stifling the country's economic growth.

But this "gloom and doom" talk, as it is described by the Republicans, is not confined to the Democrats. More and more conservative business publication pages are carrying reports of layoffs, slackening in business activity and strong hints that an economic shakedown is on the way.

Unemployment Gains. What all reports add up to is a continuance of increased prices which normally accompany a boom, combined with increasing evidence that the boom is actually dying down and that instead of worrying about inflation during the next year we will be worrying about deflation.

The Government's economy drive is adding up to serious job losses. Aircraft industry estimates are that about 100,000 workers have been or can expect to be laid off due to government cutbacks and that the job loss throughout the defense industry is likely to rise to 200,000. Railroad employment is dropping.

All-Time High. The cost of living has hit a new high again for the 13th straight month.

During September the Consumers Index reached 121.1, one-tenth of a per cent over the figures for August and 3.4 per cent over September 1956.

Although the index went up only one-tenth of a point, the picture would have been much blacker had it not been for a sharp drop in food prices which fell nine-tenths of a per cent as compared with a rise of six-tenths in housing, seven-tenths in apparel and four-tenths in medical care.

Take-home pay for a factory worker with three dependents averaged \$75.63 per week in September or 32 cents higher than in August. This was about 90 cents higher than a year ago, but actually represented a 60 cents loss since buying power was 2 per cent lower, or roughly \$1.50, in September than in the same month last year.

Business Soft. Most economic in-

State of the Union

dicators, despite cheerful talk by the Department of Commerce, show the economy either on a plateau or giving signs of sagging. *The Wall Street Journal* in a "roundup" of business interviews by its staff reported that American manufacturers "may be building up to a production letdown"; that there was no question "that the business pace is slowing" and that businessmen had so overbought on new equipment that "most of them now will sit on their hands for a year or maybe two before they resume buying."

Machine tools, which are the key to industrial expansion are showing signs of weakness. September machine tool orders trailed September orders in 1956 by 63 per cent while cancellations of orders already given were on the rise during the month.

Meanwhile Wall Street gave clear evidence of deep uncertainty among speculators. Paper value of stocks listed on the New York Stock Exchange dropped \$47.7 billion since mid-July, a record plunge for a three-month period. There was a strong resurgence on the President's assurances that everything would be all right, but the market remained jittery.

Organize for Fight

Some 60 labor leaders, meeting in Indianapolis, decided to form the Indiana Workers Protective Committee, Inc., and open a concerted drive to bring about repeal of the state's so-called "right-to-work" law.

The committee decided to launch a campaign seeking contributions from individual local union members. Since the committee's activities are not considered political and, therefore, not in violation of the Taft-Hartley Act it was emphasized that local unions can make contributions directly to the new group.

Blow to Economy. Citing the move of a big Chrysler plant from Indiana to Missouri, which has not adopted "wreck" or so-called "right-to-work" legislation, a United Steelworkers representative told a district union meeting in Evansville:

"This regrettable incident speaks for itself and Evansville workers are learning that they have not, after all, been guaranteed a 'right to work'."

Reject Anti-Labor Laws

Efforts of anti-labor forces in California to impose "right-to-work" laws

on organized labor through city and county ordinances have received another sharp set-back.

The Yolo County Board of Supervisors has rejected a proposed "wreck" ordinance by a vote of four to one. The proposal was made by the Yolo County Farm Bureau which was following national Farm Bureau policy against the union shop as part of its fight against the organization of underpaid farm workers. Ordinances of this type have been declared unconstitutional in two other California counties and in one city.

Would Veto "Wreck" Bill

"There is not apt to be a 'right to work' bill" in Minnesota, Gov. Orville Freeman told cheering delegates in the State Building Trades Council convention.



GOV. ORVILLE FREEMAN

"I stand four square before labor or employers and say that I will veto it," he added.

The governor told the delegates that "3 cents an hour per year every year is the cost of the 'right to work' law in Indiana, \$346 million dollars less wages than if there was no 'right to work' law." He said, "I am against it because I want our unions to continue to be responsible."

Support for Union Case

Complete refutation of reactionary charges that wages are overwhelmingly responsible for today's inflation is contained in the most recent Labor Department study on prices, wages and productivity in the postwar period.

The study, presented in the form

of a speech by Ewan Clague, Commissioner of Labor Statistics, shows a variety of causes has been primarily responsible for three waves of price increases since World War II. Clague's report indicates that wage boosts, as labor economists have insisted, have generally lagged behind price boosts.

In some cases, prices led the way and wages followed. In others, non-labor costs were responsible. In no case have wages alone caused inflationary price rises.

Analyzes Increases. Speaking before the American Management Association, Clague declared:

"In 1946-48 the dominating influence was a vigorous consumer demand supported by current wage earnings, by expanding consumer credit and by the shift from wartime saving to postwar spending. The next period (the Korean War) was dominated by Government demand, arising from wartime needs.

"The present boom received its major impetus from the expansion of capital investment by businessmen."

Cites Close Ties. Clague also warned that productivity and wages are closely bound together and that this must be taken into consideration in collective bargaining. In his analysis of what has taken place on the productivity front, Clague pointed out that "unit labor costs for most of the postwar years, as compared to 1947, lagged behind nonlabor costs."

"Unit labor costs finally caught up in 1953," Clague said, "but they fell behind in 1954 and 1955 (two good productivity years), and caught up again with nonlabor costs in 1956."

Clague pointed out that during the first half of the past ten years productivity ran ahead of real compensation per hour while it is only in recent years that real compensation caught up and exceeded productivity. He added, however, that these figures are only for non-agricultural areas of the economy and that this, therefore, is not a fair comparison.

Clague concludes the present rate of investment "is establishing plant capacity and productive methods which will turn out more goods at lower cost. That could mean an easing of inflationary pressures. If the productivity rate of the economy can be stepped up to new high levels, there is a possibility of avoiding a serious inflation on the one hand or a serious business depression on the other."

Labor Looks to Congress

As the day for the convening of the second session of the 85th Congress approaches, organized labor is marshalling its forces to carry on the fight for enactment of a number of legislative measures that got buried during the first session.

While taking a firm stand to prevent the adoption of any anti-labor laws, those interested in helping the working man and his family will strive for several things. As in every election year, tax reduction is a popular theme with both political parties.

Business groups already are crying for a lowering of taxes that would benefit chiefly corporations and those in the upper tax brackets. The fight to gain relief for those in the lower brackets in order to build up purchasing power in an economy that is growing sluggish and soft is certain to produce fireworks.

Other Aims. In the field of social security, some labor leaders have already called on Congress to adopt a bill which would increase benefits, provide hospitalization insurance for those eligible to receive social security payments, and would strengthen the system generally.

Extension of minimum wages to some 10,000 persons not now covered is certain to get high labor priority. Hearings have been held on the question and action can be taken by Congress next year without delay.

Disclosure of the handling of welfare funds will get attention. A Senate Subcommittee already has approved a bill, including disclosure of management-controlled funds, and the measure is expected to go before the Senate early in 1958.

Organized labor also is expected to fight for a better housing bill to stimulate low income housing and the elimination of slums; more liberal immigration laws, and Federal aid for education.

Seeks Mitchell's Support. Rep. James Roosevelt (D.-Calif.) has challenged Secretary of Labor James P. Mitchell to support legislation that would abolish state "right-to-work" laws. Roosevelt is the author of a bill awaiting House consideration, which would eliminate Section 14-B of the Taft-Hartley Act under which it now is possible for states to pass laws denying the union shop.

In the past Mitchell has expressed opposition to "right-to-work" laws on the grounds they are harmful to both

labor and industry but he never has been supported by the President on the issue.

In challenging Mitchell to come out fighting for progressive labor legislation, for which the Secretary claims the Republican party stands, Roosevelt said:

"Secretary Mitchell has spent the tenure of his office wooing the support of labor, but never offering support of his pious words. The time has come to demand that he make good on the principles that he purports to embrace."

Workshop Backfires

This is the story of a management group that wanted to teach the public all about labor-management relations, so there'd be more "understanding" of management's side. Only it didn't work out that way.

A few years ago the Associated Industries of Vermont offered a sum of money to the University of Vermont for an "Economic Workshop" to teach Vermont teachers all about "industrial life." Teachers, it was felt, were "one of the most opinion-forming groups."

The University accepted AIV's offer, provided the professors had a free hand without interference from any source—even from AIV.

At the annual meeting of AIV, there were complaints. The truth as it was coming through the Economic Workshop "underplayed" management. Teachers, it was charged, ended up more sympathetic to labor.

Commented the Rutland, Vt., *Herald*:

"The history of economics, when one gets beyond certain basic laws, is full of arguments over theories. The law of supply and demand is not too hard to understand—but when it comes to discussing how men, and governments, should act in order to distribute goods and wages and profits fairly among all who have a hand in production, watch out!"

AIV postponed action on the matter, and the Workshop goes on.

Blames Southern Democrats. In a speech not long ago Secretary Mitchell denounced the Democrats for failure to pass labor legislation suggested by the Eisenhower Administration. While taking credit for extending social security, unemployment compensation, the "increased \$1 minimum wage" and better housing and health protection for the American people, the Secretary said:

"In this last session of Congress President Eisenhower and his administration fought to go further in behalf of working men and women, but we have been systematically balked by the controlling bloc in Congress—the Southern Democrats."

Laid-Off Pay Plan

The first break-through to provide supplemental pay to jobless workers in states barring Supplemental Unemployment Benefits has come in an arbitration award to the United Steelworkers covering members in Indiana and Virginia.

The award, issued by Harry H. Platt of Detroit and Ralph T. Seward of Washington, affects about 75,000 USW members in Indiana and approximately 5,000 in Virginia.

A plan especially tailored to fit the Indiana situation was evolved to offset legislation by that state blocking payment under the supplemental unemployment benefit plan (SUB) negotiated last year by the USWA and basic steel.

Approval of SUB has been obtained in 40 jurisdictions including the District of Columbia and Hawaii. Only Ohio and North Carolina bar such payments in addition to the two states named in the latest award; and in Ohio the validity of an administrative ruling against SUB is being challenged in the courts.

Terms of Award. The two-stage plan involved in the arbitration award is completely divorced from the state unemployment compensation system. In the plan's first stage a laid-off worker will not apply for state benefits but will receive from a special fund established by the companies an amount equal to 65 per cent of his after-taxes wage.

The SUB agreement puts a limitation on the extra cost involved to the companies. Contributions to the Indiana fund are computed on a nationwide basis. Whenever the extra cost involved is two per cent the national

State of the Union

total, the contributory payments will cease and the second stage of the plan will start.

This stage involves the individual company and the number of employees it has in Indiana. U. S. Steel Corp., for example, has one-sixth of its work force in that state.

Instead of weekly benefits from the fund in the second stage, a worker will get a benefit from the fund only every fourth week of his layoff. In the intervening weeks he may collect his benefit from the state fund or secure other employment.

His fourth week payment, however, will be figured to have the same total cost to the firms as though supplementation were permitted in the state. A special table of rates has been established and is subject to revision when costs to the firms are determined.

Hits Steel Prices, Salaries

The kind of salaries and bonuses top steel company officials are drawing has brought a blistering attack from Sen. Estes Kefauver (D) of Tennessee who has called upon the industry to rescind at least half of the \$6 a ton price increases made last July.

Kefauver is chairman of a Senate subcommittee which has been investigating the steel price boost. He criticized the \$468,000 a year in salaries and incentive payments received by 15 top Bethlehem Steel officials last year, but A. B. Homer, Bethlehem's president, defended them as not being "out of line."

Homer said that even if the salaries and additional incentives were big for the 15, they were small as compared with the total payroll at Bethlehem and wouldn't have any influence on inflation.

Kefauver said a procession of witnesses had blamed the Steelworkers contract for the rise in steel prices, yet when the workers saw company officials getting such huge salaries while they were bargaining for a few cents increase in their weekly envelopes, the result was bound to be "a challenge and a red flag."

Hits Big Profits. Citing the steel profits achieved during the first nine months of 1957 despite lower production, Kefauver said:

"In view of the decline in production, it is unlikely that such an excellent profit showing could have been made unless the price increase of last



Shelter for Striking Teamsters

When 70 members of Teamster Local 974 went on strike against a packaging plant of the Bemis Bag Co. in a remote Minnesota area, the absence of shelter against the biting cold and snow hampered picketing activities. So the Local proceeded to buy the bus, shown above, and equip it with kitchen facilities and four sleeping bunks.

This made it possible for the pickets to maintain a 'round-the-clock schedule, sleeping and eating in the bus in shifts. The striking Teamsters who seek higher wages, found the converted bus a very comfortable and suitable facility for staging strikes in areas where some sort of shelter isn't available to the men on picket lines.

Howard Fortier, secretary-treasurer of the Local, (shown in photo wearing fur hat along with some of the Bemis strikers) said the bus will be made available to all unions having a need for such a facility in the freezing weather that prevails in and about Minneapolis in the winter months.

July had, in fact, been substantially in excess of the wage increase (granted to workers).

"Therefore, I urge the steel industry to rescind at least half of the \$6 price increase . . . to get the economy back into high gear."

Humphrey Firm. The Kefauver suggestion for a \$3 cut got a blunt "no" from former Secretary of the Treasury George Humphrey who now is chairman of National Steel. Appearing before the Kefauver Committee, Humphrey admitted that the \$6 boost was inflationary, but said the steel industry had no intention of cutting prices. The former Secretary of the Treasury asserted that not only labor, but other goods and services had gone up.

Humphrey declared that third quarter profits were under the year's first two quarters and that now would be the "wrong time" to cut prices. He denied charges that the steel industry was following a price policy of "all that the traffic would bear," but admitted that if U. S. Steel boosted prices, his company would, too, regardless of costs.

Hotel Workers Win

Pay raises, a free health and welfare plan and other benefits have been won by members of Local 255, of the Hotel Employees Union, in ten Miami Beach hotels.

The benefits were awarded by Abe Bauman of New York, an arbitrator appointed by the union and the Miami Beach Hotel Association. Binding on both parties, they provide for an eight-hour day, a six-day week, a non-contributory health and welfare plan effective no later than Jan. 1, one paid holiday, one week's paid vacation, time and a half pay after 48 hours and better wages.

Bauman disclosed that the wage increases will range from \$1.50 to \$6 a week, depending on classifications. Those getting the \$6 increase will receive \$1.50 retroactive to May 1, \$1.50 on Nov. 1 and \$3 on Jan. 5. Under terms of the 10-year master agreement signed by the 10 hotels, wages will be reopened for negotiation next May 1 and every May 1 thereafter.

Unionists and Families Benefit

Medical Center Is Big Success

ONLY a dream until two years ago when it was opened officially, the first Medical Center to be sponsored by a Teamster local in New York City has met with marked success.

This Medical Center was founded and is operated jointly by Teamster Local 810, Metals, Alloys & Hardware, Fabricators and Warehousemen, and Local 1614 of the International Brotherhood of Electrical Workers. In the two years it has operated it has administered to about 6,000 patients and has been acknowledged as the most efficiently run union medical center in New York City.

This is not merely a claim advanced by union officials. It is a finding of the New York City Department of Health and is based on figures submitted by various institutions engaged in similar work.

Sets Low Cost Mark

In terms of cost per member served, the Medical Center showed a low of \$24.45 compared with higher scales—they ran up to \$68.70—prevailing in medical centers operated by four other unions. Several other union medical centers refused to divulge their cost figures.

The Center symbolizes Local 810's ever-expanding welfare program covering every aspect of a member's interest from the "cradle to the grave."

Moreover, it is indicative of what Teamster unions are doing to assure a high standard of health among their members and families. A healthy man is an asset both to his community and to his employer and such centers as this are performing an invaluable service in bolstering the physical well-being of unionists and, thereby, reducing lost-time through sickness.

The seeds for this particular Center began germinating as long ago as 1950 when Dr. Bernard Rothbard, now its Medical Director, became an adviser to the Local's Welfare Fund. His efforts were given ready encouragement by the Local's president, Milton Silverman, and other officials.

By 1954, active planning was underway and in December, 1955, the Center began receiving and administering to patients. It is unique in that it is the only such union center in New York which diagnoses the union member and all members of his family without charge.

Medical Histories Confidential

While the Center and offices of both Locals occupy the same building their quarters are separate. In this way, the medical histories of patients are kept strictly confidential, known only to the medical staff and never revealed at any time to union officials or employers.

The Center is financed out of

Union Welfare Funds which come through working agreements with employers. At no time is there a charge or levy of any kind imposed on the member or his dependent who makes use of the Center.

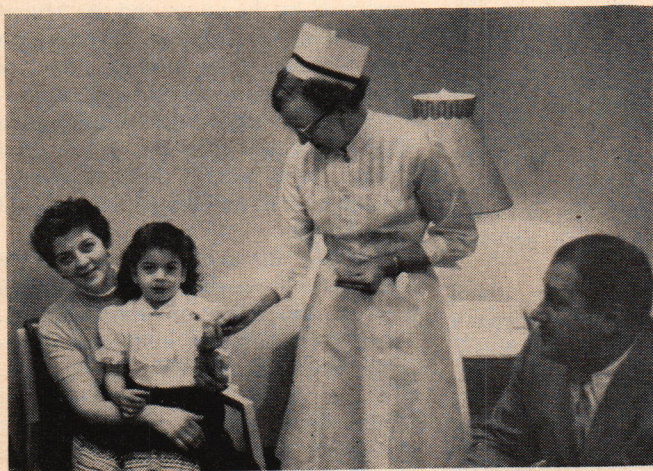
This and the precautions taken to keep medical histories confidential have done much to bring "business" to the Center from the outset. In the beginning, the workers, themselves, generally visited the Center in the evenings while their wives and children usually came during the day.

It is interesting that of the first thousand patients, the ratio was about 2 to 1 of workers to women and children. But the ratio has since been reversed, with many more women and children now among the patients, making it truly a family center.

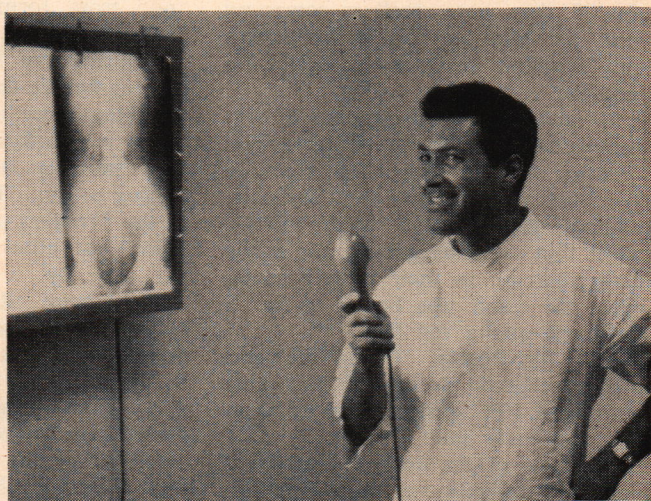
All of these people have come to realize they will find the best possible medical attention at the Center. Many of New York's more prominent specialists, heads of departments in various hospitals and professors in medical schools have administered to the patients.

Examinations for All

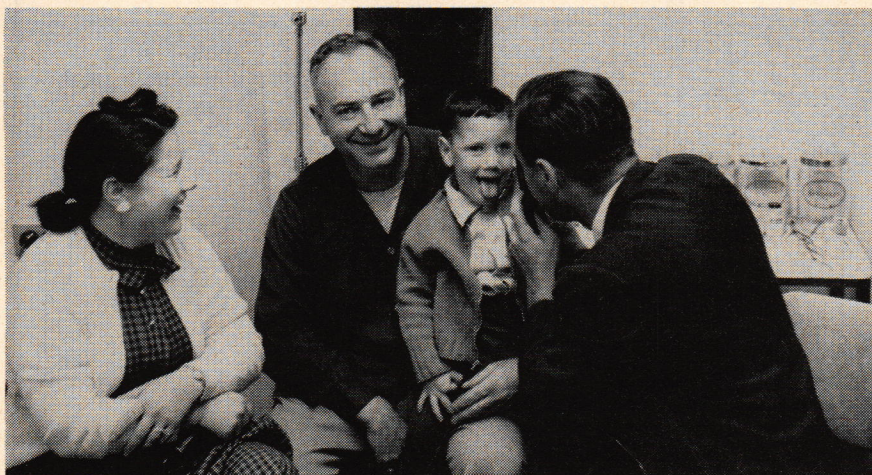
Red tape is kept to a minimum. Everyone—man, woman or child—visiting the Center for the first time is given a thorough physical examination, including urinalysis, chest X-rays, blood and other tests by the



CHILDREN'S SOUVENIR — As Dr. Bernard Rothbard (right), medical director, watches, chief nurse Frances Lovell rewards a youngster with a lollipop.



PLEASANT NEWS—A technician, in the X-ray room, conveys happy news to a patient.



JUST A HABIT—Even though a specialist is examining his eyes this youngster instinctively sticks out his tongue. Watching in amusement are his parents.

most modern of medical equipment. Should the preliminary examination turn up symptoms of a disease—as frequently happens—a further check is made by one or more qualified specialists.

The Center concentrates on diagnosis but, from time to time, does give inoculations, such as in the case of the Asian flu. Whenever ailments are detected, the patient is urged to see his family doctor or, if necessary, a specialist. Everything possible is done to assist the patient in getting the necessary medical attention without undue delay.

Checkup Pays Off

In many instances, the skeptics have been known to go away from the Center mighty thankful that they, for once, took the advice of others and had a medical checkup.

Members of the Center's staff recall the old man who came in one day and, with considerable reluctance, permitted himself to be examined. He didn't hesitate to tell those who would listen that he wasn't a particular admirer of unions. His shop had been organized a short time before and, he frankly admitted, he voted against the union and decided to go along with the boss who had given him an occasional pat on the back during the 20 years he had worked for him.

Preliminary examinations indicated need for an electrocardiogram and the Center's heart specialist decided that this man's "ticker" was a veritable time-bomb that might go off at any moment. Without hesitation, the man was taken home and

put to bed where he remained absolutely quiet for six weeks with the family doctor in attendance.

In the process of recovery, it didn't take this man long to determine who had been his friend—the union which provided the free medical examination that revealed an explosive situation or the buttery boss who paid off in backslapping.

When he had recovered sufficiently to move about, this man showed his gratitude. He went down to the Medical Center and expressed, in person, his sincere thanks to one and all who helped him spot the danger signals and then regain his good health.

Specialists and others at the Center have, through accurate diagnosis, spotted many cases of cancer in time to arrest the spread of this killer, not to mention the "run of the mine"



Milton Silverman
President of Local 810

ailments that strike human beings. And yet it might be said that the Center's role in preventive medicine is still in its infancy.

When Dr. Rothbard and his associates take an accounting of what has been accomplished in two short years and note that use of the Center by members for checkups at least once a year is approaching 100 per cent they feel justly rewarded.

Beware Anti-Union Moves

Local ordinances abridging the constitutional rights of workers to form unions are mushrooming throughout the South. Some of them are unpublicized, ready to be sprung on the first union organizer who ventures within reach.

The Osceola, Ark., ordinance puts it this way:

"Section 2. Said individual, organization or association shall pay the sum of one thousand (\$1,000) dollars per day to the City of Osceola for the privilege of doing business within the city limits of said City."

Baxley, Ga., city fathers charge \$2,000 a year for the organizing license plus \$500 for "each member signed up."

Have Test Case. The International Ladies Garment Workers, through organizer Rose Staub, challenged Baxley. She is appealing a \$300 fine and a 30-day jail sentence to the U. S. Supreme Court.

The International Union of Electrical Workers won a similar case involving a Carrollton, Ga., ordinance—an ordinance which charged every organizer \$1,000 plus a \$100 a day fee.

Dublin, Ga., not only requires a \$2,500 a year license for organizers but also compels signing of oaths supporting compulsory segregation of races and swearing that no funds raised will be used for Communist or "integration" causes.

The biggest bunch of such ordinances was passed by the South Carolina state legislature this year.

Each ordinance applies to a different county. One—a sleeper—was passed unnoticed last year; six more were signed by Gov. George Bell Timmerman, Jr. this year. Each requires union organizers to get permits—which can be refused "for any just reason and for the peace and good order of the citizens of Florence County," (or whatever county is involved).

State of the Union

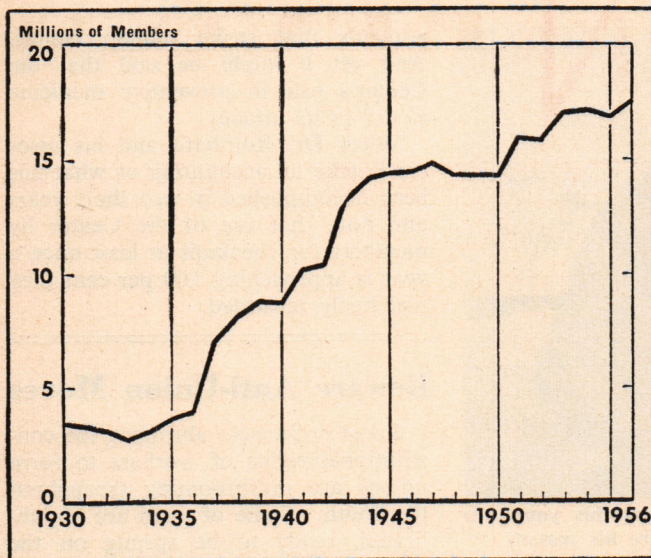


Chart 1. Membership of national and international unions, 1930-56. (Exclusive of Canadian members.)

Union Membership at Peak

The American labor movement, at the end of 1956, numbered about 18,500,000 members, which represented an all-time high and a gain of more than a half million during the years 1954-56.

A survey by the Department of Labor also showed there

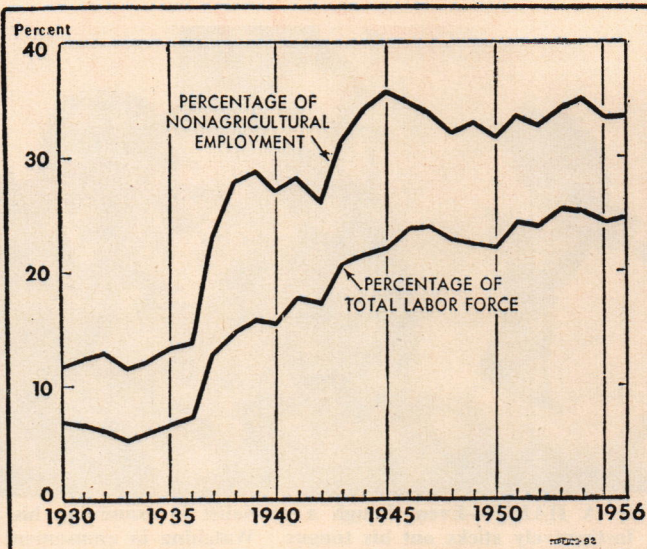


Chart 2. Membership as a percentage of total labor force and of employees in nonagricultural establishments.

were 16.9 million unionists affiliated with the AFL-CIO and 1.6 million who belonged to independent or unaffiliated unions. More than 1 million members were outside the United States, primarily in Canada.

One-fourth of the national labor force and about one-third of the nation's non-farm workers belonged to labor unions, a ratio that has remained fairly constant since World War II.

Labor Foe Suspended

Mark Catlin, Jr., former speaker of the Wisconsin State Assembly and author of the Catlin Act which seriously limits labor's participation in the political arena, has been suspended by the Wisconsin Supreme Court for six months.

The court suspended Catlin, a prominent Republican, from the practice of law for six months for what it considered his unethical conduct in handling pardon cases. The court upheld a referee's findings that Catlin offered to use personal and political influences in efforts to gain clemency for inmates of the State Prison at Wau-pun.

It also ordered that Catlin pay \$1,500 costs of proceedings. Catlin has 20 days in which he could apply for a rehearing. The court said that because of Catlin's influence in shaping legislation and his importance to the Governor, it was unethical for him to appear as an attorney on pardon matters.

Aid Retarded Children

Thanks to the generosity of three local unions in San Jose, Calif., re-

tarded children have a new school.

The three locals donated \$4,500 which enabled Hope for Retarded Children to purchase a building, now occupied after being remodeled to suit

Now He Knows

The next time the boss probably won't be so inquisitive.

When a young woman recently quit her job at a Los Angeles industrial plant, her boss asked why she was leaving.

"I don't like the surroundings," she replied somewhat evasively.

"What don't you like?" pursued the boss.

With a sigh of resignation, she told him: "You."

the children's needs. The donors were Auto Mechanics Union 1101, Cannery Workers Union 679, and Laborers Union 270.

High Spirits

Local 15 of the Bartenders' Union in New York thinks some of its mem-

bers have been sampling too much.

The Local surveyed its members to determine how many meetings they attended during 1956. Eight said they attended five meetings; 14 claimed they were at six gatherings, and two were at seven meetings. Only four meetings were held during 1956.

Building Trades

(Continued from page 23)

wage laws and action on the housing front.

Teamsters have been active at these sessions and have aided in promoting the welfare of other trade unions. A notable example of this is the participation in the National Highway & Heavy Construction Joint Committee, known as the "Four-Way Pact." Others in this agreement were the Carpenters, Laborers and Operating Engineers. This agreement was not sponsored by the Department, but did represent a long step forward in a mutual effort to protect jurisdiction and help all four unions in the highway and heavy construction fields.

Teamsters will have a delegation at the Building & Construction Trades Department convention in Atlantic City.

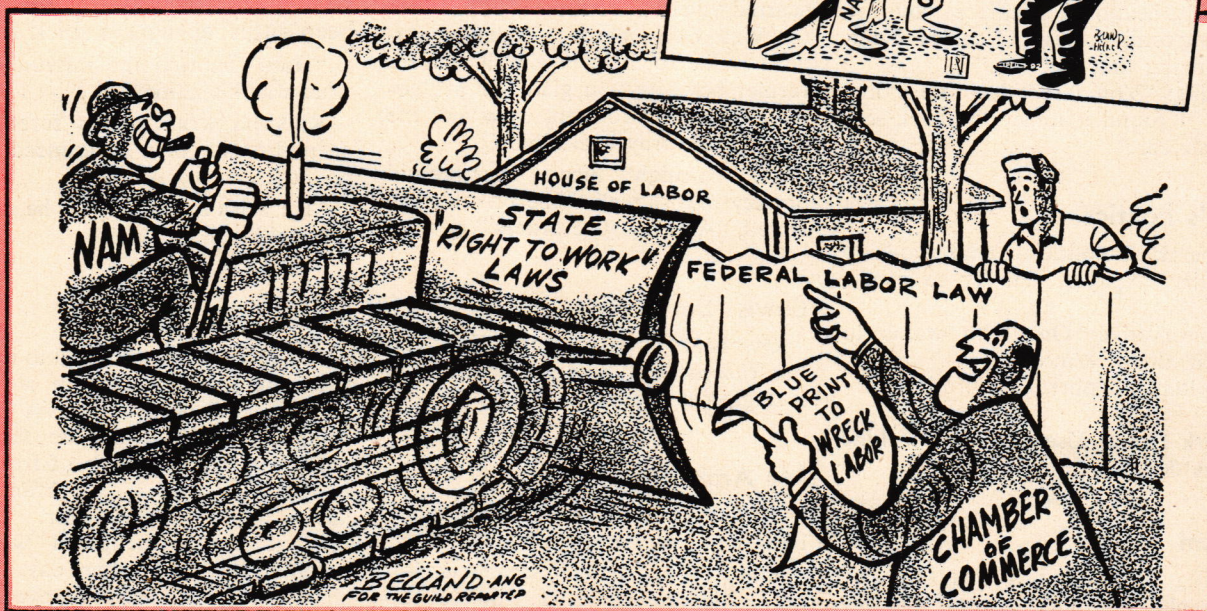
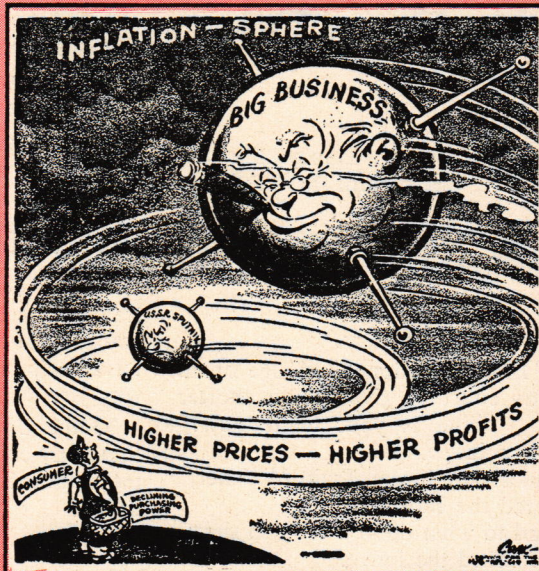
CARTOON

REVIEW

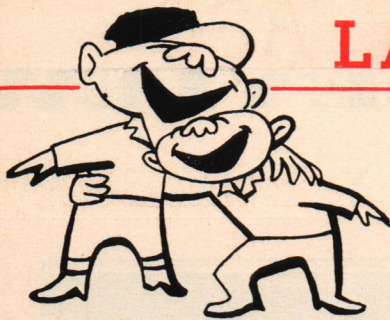
HIS AWE IS UNDERSTANDABLE



KEEP AN EYE ON INNER SPACE TOO!



THE LINE CUTS THROUGH HERE



LAUGH LOAD

Could Be

Clumsy Trucker: "Honey, life was just one big desert until the day I met you."

Wifey: "Is that why you dance like a camel?"

★

A Likely Story

An Indian petitioned a judge of an Arizona court to give him a shorter name. "What is your name now?" asked the judge.

"Chief Screeching Train Whistler," answered the Indian.

"And to what do you wish to shorten it?" asked the judge.

"Toots," the chief replied.

★

Accessory

Police Officer: "I say, Miss, did you see this terrible smashup?"

Ravishing Redhead: "No, I didn't. I was bending over at the time it happened to pick up a bus token I had dropped!"

★

Now I Remember

Over-the-Road Driver: "My, but that's a beautiful necklace you are wearing tonight, dear. I can't remember buying that for you."

Wifey: "You didn't buy it for me, dear. I found it under the back seat of your car."

★

That's Politics

Liberal: A politician who wants to give the taxpayers' money to everybody.

Conservative: One who wants to keep it all for himself.

Diplomat: Politician's brother-in-law.

Dark Horse: Useful if the machine breaks down.

★

Truism

Being a husband is just like any other job. It's much easier if you like your boss.

Warning

Don't smoke in bed—the next ashes that fall on the floor may be your own.

★

A Live One

Voice: "Yes. This is the second hand store."

Goofy Gus: "Well, I want one for my watch."

★

Spoiled 'Em

Gypsy Trucker: "Jim, you get to travel a lot and see the country. And you net about twenty-five dollars a week. For the life of me I can't see why you want me to give you a raise."

Timid Co-Driver: "Well, for one thing, my children have just found out that other families eat three meals a day."

★

Word to the Wise

Big shots are usually small shots who kept on shooting.

★

Beginning of Wisdom

Now that graduation time is past, those fellows with A.B. degrees will start learning the rest of the alphabet.

★

Really Home

As the troopship, laden with battle-scarred veterans of Korea, pulled into the West Coast harbor the happy sergeant said to Private Smith, "Well, farmer boy, are you glad you are going to hear the roosters crow and the old donkey bray again, eh?"

"It'll be mighty nice to hear the old donkey bray," replied the private. He added, "And not give orders."

★

Bowls 'Em Over

Overheard in the Office: "They call her 'Income Tax' because she has such a staggering figure."

★

My Ambition

Pete: "What would you do if somebody left you a million bucks?"

Slim: "Why, man, if somebody left me a million bucks, I wouldn't do nothin'—from then on."

An Innocent Party

Churlish Wifey: "You were awful late coming in last night, dearie, and you look a little wobbly and bleary-eyed. Don't give me that old story about having to go out and supervise repairs to a rig that had broken down on the highway. And just look at your hand, all bandaged up. I want an explanation."

Shop Foreman: "Don't get your intestines in an uproar, Maybelle. It was only a matter of small consequence at our lodge meeting and banquet last evening. Some of our younger brothers who can't handle their likker got a little under the weather. One of them stepped on my hand."

★

Homey Philosophy

The time to start arranging to have pleasant memories for old age is when a person is young.

★

No Justice

Until a husband can get alimony by crossing his legs and winking at the judge, there's no such thing as equal rights.

★

Quick, Fuzzy Thinking

Rudolph the Red-Nosed Rewinder staggered home at 3 a. m. to be met inside the door by a tight-lipped wife, her arms folded, her foot tapping impatiently.

"Before you shay anything," said Rudolph, "I wansh you to know I been sittin' up with a shick friend."

"Huh!" snorted the missus. "And what was his name?"

Rudolph wrinkled his forehead in deep thought, then announced triumphantly:

"He wush so shick (hic!) he couldn't tell me!"

★

Kick

A man recently arranged to have his aged mother cared for in a nursing home. Each time he visits her he brings delicacies from the farm, including a thermos bottle of fresh milk in which he slips a little brandy—on advice of the family doctor. The old lady is always delighted with the lunches, and the other day, as she sipped the milk, she said gravely, "Oh, Larry, don't ever sell that cow!"

FIFTY YEARS AGO

in Our Magazine



(From *Teamsters' Magazine*, December, 1907)

The Shadow Men

Opprobrious politicians, the injunction, and judges are dealt with at length and receive a verbal lashing from the perspicuous pen of our editor.

The Politician: "Everyone knows that politicians today (with very few exceptions) seek office for their own special benefit or for the purpose of enriching themselves, and not for honor or glory. Those 'Knights of Valor,' those 'Patriots' of old who fought for the glory of justice, are all dead, never to return again, and the man of today, the politician of the present, believes only in helping himself, and when he gets in office his first aim is to find out where that yellow glory lies. It is only natural to assume that he will not find that glory that he is looking for with the working people. Then where does he go to look for it? He finds the other class, who are looking for him also, and before he is warm in his seat he is owned body and soul by the people who represent the corporation interests."

The Injunction & the Judge: "Imagine for a moment, if you will, the awful injustice done labor by the unlawful use of the employers' weapon, the injunction. Just as soon as men, members of a labor union, go on strike for better conditions, the fashion is to apply at once for an injunction, which is very seldom refused; then if you breathe and the employer thinks you are breathing fresh air, you are haled to court and charged with con-

tempt, and not given a trial by jury, but trial by a judge who knows not the conditions of the workingman, never felt the pains of the toiler, and only feels for the poor misused corporation, or trust (which were probably instrumental in his appointment), and the result is, you are sent away to prison, if he pleases, before you know where you are. Is this justice? It is only one of the many laws that affect workingmen seriously. Now, if we could only change this—and we can—would not we be doing some good?"

"Nobody really knows what an injunction means unless he has been enjoined himself. I have—and I never was charged with any crime in my life until I was enjoined for trying to help my fellow-man—and it may be your case some day unless we can remedy the situation and the unorganized become part of the great body of the organized, and each man does his share of the work of humanity. Then, perhaps, the persecution of our people will cease and this country throughout will benefit and bless the day that gave birth to labor unions."

Although organized labor in this country has made considerable progress in the realm of constructive labor legislation, the unions and the workingman must maintain constant vigilance against the anti-labor politicians and restrictive Taft-Hartley type legislation.

Panic of 1907

For 36 hours last month the country rocked under a financial panic which began with a run on the Knickerbocker Trust Company, of New York. Banks all over the country were forced to close. The panic was attributed to overexpansion and reckless speculation and the end result of this economic debacle was the swift concentration of wealth and power by a minority of larger interests.

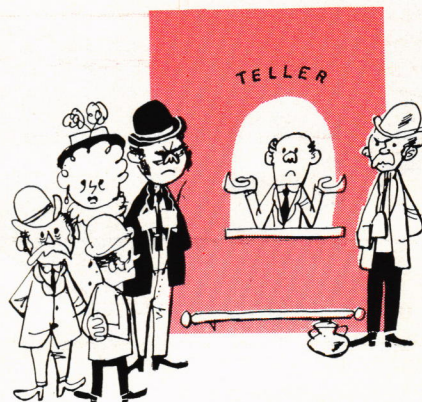
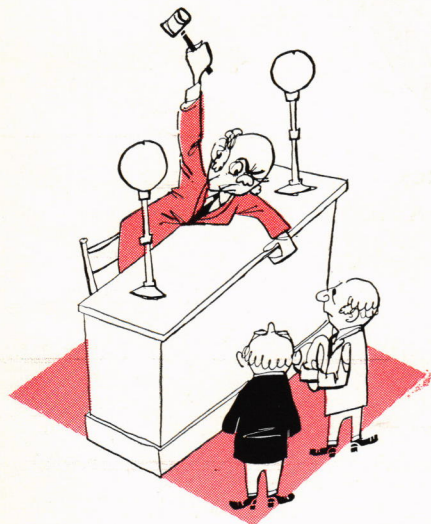
An editorial in this issue gives some idea of how labor was affected by the Panic of 1907.

"According to the Chicago 'Record-Herald,' dated October 20, financial losses amounted to three billion dollars in the few days previous to said date. Now, this seems to be so much money that it is almost impossible to understand how any country could go on doing business after such an enormous loss. But

the result proves that we are going on just the same as if nothing happened, and why are we not seriously affected? Because they were not real values, but inflated values, or watered stock, or wealth that never existed, or something like money a fellow dreams about—when he wakes up he finds he was dreaming. But let it be remembered that those kind of values or watered stock in the past had the power to cripple the business of the country.

"This is the first time in the history of the country that such enormous losses did not bring with them a terrible disaster, a calamity, or a panic. Why not this time? Because, first, it was the rule when these financial losses took place to shut up factories and mills, or else cut down wages, every man knows that was the method of doing business. The big financial interests in Wall Street and other places would cripple the money market and little fellows throughout the country would become scared, consequently the result—a panic.

"But labor unions at the present time have made it impossible for them to cut down wages. The money bosses know that men are getting too intelligent and that labor will not stand for a reduction in wages, and when you prevent a reduction in wages, you keep the conditions in the home normal, the same amount of money in circulation and the same amount of business transacted, and, therefore, no panic. For, after all, the prosperity of the country depends upon the condition of the workingmen. When the worker is idle or getting starvation wages, then you can look for that terrible thing called a panic."



Season's Greetings

